

AGREEMENT

Between



SOUTHERN CALIFORNIA
EDISON
An EDISON INTERNATIONAL Company

and

28900

Local 47

International



Brotherhood

Electrical of Workers

Affiliated with
A.F.L.-C.I.O.

Duration: 1/1/03 - 12/31/05

2003-2005

Rosemead, California

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AGREEMENT

THIS AMENDED AGREEMENT, dated January 1, **2003**, is entered into by and between the SOUTHERN CALIFORNIA EDISON COMPANY, hereinafter called "Company" and LOCAL UNION NO. 47, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F.L.-C.I.O., hereinafter called "Union."

PREAMBLE

The Company is a public service agency charged under the laws of the United States of America, of the State of Nevada and of the State of California with the duty of maintaining electric service under public regulations of its activities and of its rates. The Company is engaged in a public service requiring continuous operation, and the recognition of such obligation of continuous service during the term of this Agreement is imposed upon both the Company and the Union. The obligation and the duty of the Company and its working forces to maintain continuous electric service, insofar as possible within human limitations, is a basic condition of the Company's franchises and rights under law.

Inherent in the relationship established between the Company and its employees is the obligation on the part of the Company to deal justly and fairly with its employees; and on the part of the employees, to cooperate with their fellow employees and with the Company, in the performance of said public service obligation, and in the preservation of the good name and the good will and the property of the Company requisite thereto.

As used in the Agreement, the masculine, feminine, or neuter gender, and the singular or plural number, shall each include the others.

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Article I
RECOGNITION

A. Pursuant to the provisions of Section 9 of the National Labor Relations Act and in accordance with the rules and regulations of the National Labor Relations Board, said Board issued on May 2, 1944, December 13, 1944, October 16, 1945, June 7, 1946, and June 26, 1946, its certifications of representatives in the Matter of the Southern California Edison Company, Ltd., and International Brotherhood of Electrical Workers, Local Union No. B-18, A.F.L., Cases No. 21-R-2112, 21-R-2167, 21-R-2196, 21-R-2374, 21-R-2375, 21-R-2376, 21-R-2391, 21-R-2891, 21-R-2719, 21-R-3156, and 21-R-3233; said Board also issued on December 18, 1957, July 26, 1974, and March 7, 1980, its certification of representatives in the Matter of the Southern California Edison Company and Local No. 47, International Brotherhood of Electrical Workers, A.F.L.-C.I.O., Cases No. 21-RC-5048, 21-RC-13792, and 21-RC-16232.

1. By reason of the provisions of the National Labor Relations Act as amended and said certifications, the Company recognizes the Union as the exclusive representative of all employees in the units described in said certifications (with certain exceptions as specified in the following paragraph)* for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment.

2. *(Employees excluded from the bargaining unit: supervisory employees listed in Exhibit C hereof and covered by certification dated June 26, 1946, Case No. 21-R-3156; Industrial and Domestic Sales employees covered by certification of October 16, 1945, Case No. 21-R-2719; and those Customer

Article I

Service Department employees excluded from the bargaining unit in accordance with the Agreement between the Company and the Union dated September 9, 1968, which also excludes some employees covered by certification of October 16, 1945, Case No. 21-R-2719.

3. In accordance with Section 4 of the Agreement between the Company and the Union effective September 16, 1968, *employees in certain classifications in the Customer Service Department are excluded from the bargaining unit.*

4. Employees in those classifications set forth in Sections 2 and 3 of said Agreement are included in the bargaining unit.)

5. Within thirty (30) days of date of hire every employee covered by this Agreement shall, as a condition of employment: (1) become a member of the Union and maintain his membership in the Union in accordance with its Constitution and Bylaws; or (2) in the alternative, an employee must tender monthly, an agency fee as established by the Union in an amount not to exceed the amount of the monthly dues and per capita fees required of BA members in his base wage rate; except that

6. Any employee of the Company in a classification represented by the Union and who on May 18, 1973, was an employee and was not a member of the Union and who remains an employee in a classification represented by the Union continuously after May 18, 1973, is exempt from the provisions of Section A.5. unless he later becomes a member of the Union or elects to pay the agency fee.

7. Any employee permanently assigned to a location outside of the State of California or appointed on a permanent basis to a classification

out of the bargaining unit covered by this collective bargaining agreement may withdraw from membership in the Union and his obligation to pay dues or an agency fee shall be suspended for the duration of such period as the individual is assigned to a location outside of the State of California or is working in a job classification not covered by this collective bargaining agreement.

8. Employees permanently based in the states of Arizona and Nevada are exempt from Section A.5. above.

9. Any employee hired into a classification represented by the Union in the states of Arizona or Nevada after May 18, 1973, who subsequently is permanently assigned to a classification in the bargaining unit within the State of California is subject to the provisions of Section A.5. above within thirty (30) days after such assignment.

10. Any employee in the General Office Janitor/Porter staff on June 18, 1974, is exempt from the provisions of Section A.5. above unless the employee later becomes a member of the Union or elects to pay the agency fee.

11. Any employee in the Real Properties and Administrative Services building maintenance staff at the Long Beach Edison Building on February 28, 1980, is exempt from the provisions of Section A.5. above unless the employee later becomes a member of the Union or elects to pay the agency fee.

B. The Company agrees to recognize the rights of employees as set forth in Section 7 of the National Labor Relations Act to "self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in concerted activities for the pur-

Article I

poses of collective bargaining or other mutual aid or protection." The Company or the Union will not interfere with, restrain or coerce the employees in the exercise of their rights as set forth in the National Labor Relations Act or any amendments thereto. It is further agreed by the Union that neither it nor its officers or agents will conduct any union activities on Company time or property except as specifically provided in this Agreement, except further, that this provision shall not be construed to prohibit Union representatives from (1) contacting stewards on Company time in accordance with the provisions of their Pass to the Property; or (2) contacting non-shift employees on employee's own time during lunch time and after working hours on Company property; or (3) contacting District Transportation Services Department employees before work hours on Company property. It is agreed that prior to contacting such employees, Union representatives will notify Superintendent, Manager or Supervisor then in charge at the location visited of his presence, if such Supervisor is available. Such Supervisor may deny access to Company property if it will interfere with the work being performed.

Union representatives agree that they will not call or carry on meetings of employees on Company property for organizational or any other purpose, by the use of the Pass to the Property or otherwise. The parties further agree that it shall not be the policy of either to make or publish untrue statements about the other.

One hour will be set aside during New Employee Orientation meetings for representatives of Local 47, IBEW to meet with all new IBEW-represented employees. It is understood and agreed that such meetings will be on normal paid Company time and

on Company property for the purpose of familiarizing IBEW-represented employees with the labor union.

Additional reference Appendix ii

C. The Company shall deduct from their wages and turn over to the Business Manager of the Union, the Union dues of such members of the Union or agency fees of any other employee as provided for in Article I.A.5., who individually and voluntarily certify in writing that they authorize such deductions.

The Company shall also deduct from the wages of the employees covered by the Agreement and turn over to the Business Manager of the Union the amounts authorized in writing to be used by the political action committee established by the Union in accordance with the requirements of the Federal Election Commission. The form for the authorizations shall be provided by the Company. Any solicitation undertaken by the Union for the purposes authorized by this paragraph is subject to the provisions of Articles I, Section B and XIII of this Agreement. The reasonable costs of establishing and administering the wage deductions shall be borne by the Company to the extent permitted by law.

The Company and Union each agree that neither of them nor any of their officers or members or employees will intimidate or coerce employees into executing such certificates or authorizations. If any dispute arises as to whether there has been any violation of this pledge, such dispute shall be regarded as a grievance and submitted to the grievance procedure established by this Agreement.

D. It shall be the Company policy that all its usual and customary work shall be done by its regular forces, and so to manage, control, and allocate its work, seasonal and climatic conditions permitting, as

Article I

to reduce to a minimum layoffs and reductions of its forces. To that end the Company will endeavor in good faith not to contract out work usually and customarily performed by its regular employees at a time when such work can be performed by them. However, nothing herein contained shall restrict the Company's right to contract out work at its discretion, so long as that right is not exercised to effect discrimination against employees.

E. An employee who has been with the Company one year or more and who is laid off shall receive two (2) weeks' notice. If two (2) weeks' notice is not given, the employee will receive two (2) weeks' pay in lieu of said notice. *An employee who has been with the Company less than one year and who is laid off will receive notice or pay in lieu of said notice on the following basis: One-twelfth of five days for each month of continuous service. One day will be the minimum allowed and five days will be the maximum allowance.*

The preceding paragraph does not apply to an employee discharged for cause.

F. It continues to be the policy of the Company and the Union not to discriminate against any employee on account of race, color, sex, age, religion or national origin.

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Article II

**CONTINUITY OF SERVICE
TO THE PUBLIC**

A. It is agreed that there shall be no strike, slow-down, or lockout until all methods provided for the settlement of disputes, in this Agreement have been fully utilized, and further, that the parties shall have exhausted the remedies provided under the Labor-Management Relations Act.

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Article III
REPRESENTATION

A. Union Grievance Committees of employees shall be selected by the members of the Union for the purpose of presentation, investigation, and adjustment of grievances in accordance with the grievance procedure as set forth in Article IV hereof. A Union representative and a Labor Strategy Division representative may be present at the Fact Finding meeting to advise and assist in the discussion. The Business Manager or his representative, and the Vice President of Labor Relations or his representative will be present at the Review Step meeting to advise and participate as required.

B. The Union may be represented by a steward for each geographical working unit as defined by agreement of the parties, and as set forth in Exhibit B attached.

C. No employee shall be eligible to serve as a steward or member of the Grievance Committee unless he is an employee assigned to the area in which he serves.

D. No employee shall serve as a steward or a member of the Grievance Committee while on leave of absence.

E. Union Grievance Committees which act in the adjustment of grievances in the Review Step of the grievance procedure as set forth in Article IV hereof shall consist of not more than two (2) employees per committee to be selected by the Union. It is understood that two (2) members of any Union Grievance Committee shall constitute a quorum for the purpose of conducting the meetings between the Union Grievance Committee and the management, as pro-

Article III

vided in the Review Step of the grievance procedure set forth in Article IV hereof.

F. A steward or a member of the Union Grievance Committee may perform the following duties during working hours:

1. Present to the aggrieved employee's immediate supervisor grievances which he has been requested by an employee or group of employees in his jurisdiction to present for adjustment. (Stewards only.)

2. Investigate any such grievance so it can properly be presented to the appropriate supervisor, or for the further processing thereof.

3. Attend as a member of the Union Grievance Committee regular or special meetings between that committee and the management as provided in the Grievance Procedure set forth in Article IV hereof.

A steward or a member of the Union Grievance Committee shall request permission to leave his work to perform the above duties, and shall be relieved as soon as practicable.

When the steward or a member of the Union Grievance Committee is performing such duties during any of his regular working hours after notice to his immediate supervisor as herein called for, he shall be paid for such time by the Company at his regular rate of pay. The Company will not be responsible for any time spent processing grievances outside of his regular working hours.

G. It is understood and agreed that stewards and members of the Union Grievance Committee are employed to perform full-time productive work for the Company except when performing those duties specified in this Article III, Section F.

H. Before performing any grievance work as provided herein, the steward or Union Grievance Committeeman shall report either in person or by telephone to his regular place of work at the beginning of his day or shift, and if the grievance work requires his attention after the lunch period he shall report either in person or by telephone to his regular place of work after his lunch period before continuing the grievance work.

I. A written list of the names of the stewards, Union Grievance Committeemen, and any changes in said list thereafter made, shall be given to the Vice President of Labor Relations or his designated representative at least twenty-four (24) hours prior to the effective date of the assumption of the duties of office of said persons if possible, but in any event before said persons perform any duties. Such notification shall be made by the Business Manager of the Local Union or his designated representative. There is attached hereto, as Exhibit B, a list of geographical working units showing number of stewards assigned to each.

J. 1. When the presence of a steward is desired by an aggrieved employee, he shall inform his immediate supervisor of his desire to interview the steward and the steward shall be relieved as soon as practicable.

2. In the event disciplinary action (demotion, suspension, termination or letter of reprimand) is to be taken by the Company against an employee, the supervisor, as soon as he determines that such disciplinary action is to be taken, either prior to or during the meeting, will identify to the employee that this is to be a disciplinary meeting and the employee is entitled to Union representation if he desires such. If he does, he must make his request known immedi-

Article III

ately and his steward shall be sent for before proceeding further.

3. It is understood that it is the responsibility of the employee to be disciplined to make his request known immediately after being informed the meeting is disciplinary.

4. When disciplinary action, as defined above, is to be taken and two (2) or more supervisors are present at the meeting with the employee, the steward shall be sent for before proceeding with the disciplinary meeting, except when the employee makes it known that he does not wish the steward to be present.

K. The Company agrees that the stewards shall not be hindered, coerced, restrained or interfered with in the performance of their duties of investigation, presentation, and adjustment of grievances or disputes as provided in the grievance procedure, which duties may be performed during the steward's working hours. It is understood and agreed by the parties hereto that each will cooperate with the other in reducing to a minimum the actual time spent by the stewards and members of the Union Grievance Committee in investigating, presenting, and adjusting grievances or disputes.

L. An International Representative, Business Manager or Business Manager's representative, of the Union may have access to the Company properties during regular working hours as follows:

1. When it is necessary that he actually observe operations about which a specific grievance has arisen in order to understand the case or to attend meetings of the Union Grievance Committee and the Department Head or his representatives in the Review Step of the grievance procedure.

2. Visitations may be arranged in order that the above representatives can become familiar with plant operations.

They shall obtain from the Labor Strategy Division specific authorization for each visit and such visit shall be conducted in accordance with the Company rules respecting visitors. It is understood that the International Representative, Business Manager or Business Manager's representative of the Union will not interfere with employees in the performance of their work.

M. Should the Union desire to discuss with Management any problems not pertaining to grievances, it shall notify the Vice President of Labor Relations or his representative of such desire by either an oral or written notification. Matters which are settled by telephone communication shall be confirmed by an exchange of correspondence between the parties. Before a meeting with the Vice President of Labor Relations is arranged to discuss any problems not pertaining to grievances, and which is not possible to settle by telephone, a written request shall be made by the Union setting forth the subjects it desires to discuss in such meeting; thereafter, a meeting will be promptly arranged, at which meeting not more than three (3) employee members of the Union, and the International Representative, Business Manager or Business Manager's representative of the Union may be present. It is not the intention of the parties that the provisions of this Section shall be used as a substitute for a procedure for the settlement of grievances as set forth in Article IV of this Agreement.

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**Article IV
GRIEVANCE PROCEDURE**

A. In the event any grievance arises concerning a claim by an employee or a group of employees or the Union that any of the terms of this Agreement have been violated, or any other grievance relating to rates of pay, wages, hours of employment, or other conditions of employment, such matters shall be adjusted according to the following procedure:

**Step One
ORAL
EMPLOYEE(S) AND/OR
STEWARD-SUPERVISOR**

B. Any employee or group of employees having a grievance and desiring to present the same shall first present the grievance orally, and so designate. The oral grievance shall be presented either in person or with his or their steward, or through his or their steward to his or their immediate supervisor within ten (10) days from the date of the occurrence which is the basis for the grievance. There is no responsibility on the Company to accept for adjustment or to adjust a grievance which is presented orally after ten (10) days from the date of the occurrence which is the basis for the grievance. The immediate supervisor and the person or persons presenting the grievance will discuss and attempt to adjust the matter.

In the event they are unable to arrive at a satisfactory decision as a result of such discussion, the immediate supervisor shall orally respond to the person or persons presenting the grievance within four (4) days of the date of filing of the oral grievance, clearly indicating that the response constitutes the answer to the oral grievance.

Article IV

Every effort will be made to settle grievances in this Step One.

Step Two
FACT-FINDING
STEWARD, BUSINESS REPRESENTATIVE,
EMPLOYEE, FIELD LOCATION MANAGER,
LABOR RELATIONS UNIT MANAGER
OR REPRESENTATIVE

C. If it is decided to proceed to Fact-Finding after receipt of the immediate supervisor's oral answer, the steward shall reduce the grievance to writing by completing the "Notice of Failure to Resolve Grievance — Appeal to Fact-Finding" form, setting forth the following:

1. A brief statement of the grievance and the facts upon which it is based;
2. The remedy or correction which it is desired the Company make; and
3. The section or sections of this Agreement, if any, relied upon or claimed to have been violated.

The grievance form must be delivered to the Field Location Manager or his representative in the Division or District where the grievance originated within twenty (20) days from the date of the occurrence which is the basis for the grievance but it may not be filed during the one (1) day cooling-off period immediately following the delivery of the immediate supervisor's oral answer. There is no responsibility on the Company to accept for adjustment or to adjust a grievance which is presented in writing after twenty (20) days from the date of occurrence. Thereafter a meeting will be arranged between the Company and the Union. The Field Location Manager will confirm the time and place of the meeting with the steward.

The meeting will be held within ten (10) days of the date of delivery of the form to the Field Location Manager.

The Fact-Finding meeting will be attended by the steward, Business Representative, Field Location Manager, and Vice President of Labor Relations or their representatives. At the option of the steward, an employee from the Division, Region, or District where the grievance occurred may attend and participate in the Fact-Finding meeting. Reasonable notice of the name of the employee, if any, will be given to the Company in advance of the meeting so that arrangements may be made for his attendance.

The grievance will be discussed at the Fact-Finding meeting for the purpose of clarifying the positions of the parties and attempting to reach an acceptable resolution to the grievance.

THE FOLLOWING PARAGRAPH APPLIES TO TRANSMISSION/SUBSTATION, HYDRO, COMMUNICATIONS AND COMPUTING SERVICES, STEAM, SYSTEM OPERATION, AND SHOP SERVICES AND INSTRUMENTATION DEPARTMENTS ONLY.

If a resolution is reached during the meeting, it shall be recorded on the grievance form and the grievance will be considered settled, but the grievance forms will be of no prejudicial value outside of the geographic region (*i.e.*, Northern, Coastal, etc.) in which the grievance was filed unless otherwise mutually agreed.

THE FOLLOWING PARAGRAPH APPLIES TO ALL OTHER DEPARTMENTS AND THE CFF DIVISION.

If such a resolution is reached during the meeting all copies of the written form will be destroyed and the grievance will be considered settled.

Article IV

If the parties cannot resolve the grievance, the Field Location Manager will deliver a written decision to the steward on the grievance form within five (5) days of the date of the meeting and a copy of the decision will be delivered or mailed to the Union within ten (10) days.

Step Three REVIEW UNION AND COMPANY REVIEW COMMITTEES

D. If the grievance is not settled satisfactorily at the Fact-Finding stage, the Union may: a) appeal to the Review Step of this procedure or b) appeal the grievance directly to Arbitration.

If the decision is made to appeal the Company's Fact-Finding decision to the Review Step or to Arbitration, after receipt of the Company's Fact-Finding answer, a written notice of appeal is to be completed by the Business Manager or his representative and hand delivered, or mailed postage-prepaid, by first class mail to the Vice President of Labor Relations within twenty (20) days of the postmark date of the Company's Fact-Finding statement of position on the grievance.

When mutually agreed, a Review Step meeting shall be held to consider the grievance within the thirty (30) days following delivery of the written appeal of the grievance to the Review Step. Either party may convene such a meeting for a termination grievance. However, if the Union does not request a Review Step meeting for a termination grievance, the Company shall have thirty (30) days from the date of receipt of the Union's appeal directly to arbitration to indicate by postage prepaid first class mail if it wants a Review Step meeting. The postmark shall deter-

mine the timeliness of the response. Transmission/Substation, Hydro, Steam, System Operation, Communications and Computing Services, and Shop Services and Instrumentation Departments grievance meetings shall be held at the Department headquarters, or at a mutually acceptable location, with due consideration to minimizing the travel time and costs incurred by both parties. The meetings for all other departments and the CFF Division will be held at a place mutually agreed upon, with due consideration to minimizing the travel time and costs incurred by both parties. If a Review Step meeting is held, the Union Review Committee will be composed of the Business Manager or his representative, a steward, and one (1) additional employee at the option of the Union. The Company Review Committee will be composed of the Division Head or his representative and the Vice President of Labor Relations or his representative. The Company will deliver a written statement of position regarding the grievance to the Union within fifteen (15) days after the Review Step meeting, or if no meeting is held, thirty (30) days from receipt of the appeal to Review Step.

THE FOLLOWING PARAGRAPH APPLIES TO COMMUNICATIONS AND COMPUTING SERVICES, TRANSMISSION/SUBSTATION, HYDRO, STEAM, SYSTEM OPERATION, AND SHOP SERVICES AND INSTRUMENTATION DEPARTMENTS ONLY.

If the grievance is resolved, the grievance forms will be of no prejudicial value outside of the Division (Hydro, Steam, System Operation, and Transmission/Substation) in which the grievance is filed.

Article IV

THE FOLLOWING PARAGRAPH APPLIES TO ALL OTHER DEPARTMENTS AND THE CFF DIVISION.

If the Union withdraws the grievance in writing prior to appealing the grievance to Arbitration, the records of both parties regarding the grievance will be destroyed.

If, after receipt of the Company's Review Step decision, the Union chooses to appeal the grievance to Arbitration, the Business Manager will notify the Vice President of Labor Relations of the Union's decision within fifteen (15) days from the date of receipt of the Company's Review Step statement of position.

General Provisions

E. It is understood and agreed that Section 9(a) of the National Labor Relations Act grants to an individual employee or group of employees the right at any time to present grievances to their employer, and that nothing contained in this Agreement shall be construed so as to abridge, limit, or restrict that right.

If an individual employee or group of employees present grievances, the Company shall notify the Union thereof, furnish to it a copy thereof if the same be written, and furnish the Union with a copy of any decision or disposition made. Except in cases involving exclusively some question of fact or conduct peculiar to such employee or employees, and not involving an interpretation or application of the collective agreement on a matter properly the subject of a collective agreement, a representative of the Union may be present at the hearings in connection with such grievances as an observer, and may take part whenever the interpretation or application of the collective agreement is involved.

The grievance procedure prescribed in this Article shall be followed for processing grievances presented by individuals or a group of individuals, except that at the option of the aggrieved parties their representatives may perform the duties and functions and avail themselves of the rights and privileges herein prescribed for the stewards and the Union.

Additional reference Appendix ii

F. Any of the periods within which any of the acts required in this Article IV are to be performed may be extended by mutual consent of the parties. In computing the time within which the acts herein are required to be performed, Saturdays, Sundays, and holidays shall be excluded. When grievance appeals/answers are mailed, the postmark shall determine the date of delivery for the purpose of the time periods.

G. An employee other than a steward who files a grievance shall not be permitted to participate in any step of the procedure except Step One: provided, however, that if at any step in the grievance procedure either party desires to call the employee filing the grievance to testify regarding the grievance, he shall be called and questioned and excused from the discussions at the conclusion of his testimony before the discussion of the grievance proceeds.

H. Any grievance shall be considered finally resolved when:

1. The Union does not refer the grievance to the Fact-Finding step within twenty (20) days from the occurrence which gave rise to the grievance as provided in Section C of this Article IV.

2. The Company fails to provide a written answer within five (5) days of the date of the conclusion of

Article IV

the Fact-Finding meeting where the grievance was not settled as provided in Section C of this Article IV.

3. The Union does not refer the grievance to the Review Step of the procedure within twenty (20) days of the postmark on the Company's written statement of position in the Fact-Finding step as provided in Section D of this Article IV.

4. The Union fails to notify the Company of its desire to proceed to Arbitration within twenty (20) days after receipt of the Company's written Fact-Finding statement of position if the grievance was not appealed to the Review Step, or if appealed to Review Step, within fifteen (15) days of the date of the Company's written statement of position.

5. The Union notifies the Vice President of Labor Relations in writing of its withdrawal of a grievance at any step in the grievance procedure; it being understood and agreed that when a grievance with respect to an employee whose services have been voluntarily or otherwise terminated remains pending, the Union will reconsider such a grievance and if after reasonable investigation it comes to the conclusion that the grievance should be further processed, the grievance will be carried further, otherwise it will be withdrawn.

I. If a grievance results from the discharge of an employee, it will be given priority through the steps of the grievance procedure so that, if the case should be ultimately appealed to Arbitration, it will be ready for hearing not later than ninety (90) days from the filing of the first step grievance.

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Article V
ARBITRATION

A. It is agreed that only grievances involving the interpretation or application of this Agreement may be submitted to Arbitration. No such grievance shall be presented for Arbitration until the employer or the Union has availed itself of the full grievance procedure set forth in Article IV, and all such grievances shall be considered finally settled and not subject to Arbitration unless the Union has notified the Company of its decision to arbitrate in accordance with Section D of Article IV of this Agreement.

B. The Arbitration Board shall consist of three (3) persons; one chosen by the Union, one chosen by the Company, and a third selected from the established panel of arbitrators. The Company and the Union shall submit to each other the names of their representatives.

1. The Company and the Union shall establish two (2) panels of arbitrators, one to hear Communications and Computing Services, Transmission/Substation, Hydro, Steam, and System Operation grievances and the other to hear grievances from all other departments. The panels will consist of six (6) arbitrators each which will stand for the duration of this Agreement as specified in Article XVI. Both parties shall mutually agree upon the names of all arbitrators selected for the panels. Arbitrators for each separate grievance panel shall be assigned to hear cases appealed to Arbitration on a rotating basis, depending upon their availability.

2. In the event the parties cannot agree on a panel of arbitrators, within thirty (30) days of the signing of this Agreement, the parties shall jointly and immediately request the Director of Federal Mediation and

Article V

Conciliation Service to submit three (3) lists of seven (7) persons qualified to act on said panel for each vacancy remaining on the panels.

a. Each party shall have the right to reject one (1) such list completely for each vacancy and only one (1) person shall be selected from each list unless otherwise agreed to by both parties.

b. Within ten (10) working days after receipt of said list(s), the Union and the Company representatives shall each have the right to strike three (3) names from said list(s); representatives of the Company and the Union shall determine by lot the order of elimination and thereafter each shall in that order alternately eliminate one name until only one name remains. The seventh or remaining person shall thereupon be accepted by the Union and the Company as a member of the Arbitration panel.

C. The parties shall arbitrate at least two (2) grievances per month, (one for Communications and Computing Services, Transmission/ Substation, Hydro, Steam, and System Operation, and one for all other departments) except as otherwise provided by mutual agreement, providing that such a grievance has been appealed to Arbitration at least thirty (30) calendar days prior to the scheduled date. Dates shall be agreed on for six (6) months in advance.

1. Arbitration cases shall be heard in the chronological order in which each was filed, except as otherwise mutually agreed, and also except as follows:

a. As may otherwise be provided in this Agreement;

b. As may be required by the courts or administrative or regulatory agencies;

c. When rescheduled by mutual agreement between the parties; or

d. When withdrawn by the Union.

2. At the option of the Union and with a minimum of thirty (30) calendar days' notice to the Company, a termination or demotion Arbitration may be separately scheduled or substituted for a scheduled Arbitration hearing for each Arbitration panel. If there are no arbitrators on the panel available to hear the termination or demotion Arbitration within the time limits as set forth in Article IV, Section I, and the parties are unable to mutually agree on another arbitrator, the parties shall jointly and immediately request the Director of Federal Mediation and Conciliation Service to submit a list of seven (7) persons qualified to act as the third member of the Arbitration Board. The selection of the person from the list will be in accordance with Section B.2.b. of this Article V.

D. No later than twenty-two (22) days prior to the scheduled Arbitration, the parties will meet and attempt to execute a submission agreement mutually satisfactory to them, consisting of an agreed upon single statement of the issue or issues to be submitted to Arbitration. The submission agreement shall be submitted to the Board, or in the event that a mutually satisfactory agreement is not executed, the following documents:

1. A copy of the Union's demand for Arbitration;

2. A copy of the Grievance form;

3. The proposed submission agreement of each of the parties; and

4. A statement of any contentions that the Company may make that the grievance is not a proper one for Arbitration as defined in Section A of

Article V

this Article V; a copy of this statement, if made, shall at the same time be submitted to the Union.

E. If a scheduled Arbitration is withdrawn more than thirty (30) calendar days prior to the scheduled hearing date, the parties may mutually agree to substitute another grievance on the scheduled date. If either party notifies the other of its desire not to proceed with the scheduled Arbitration within thirty (30) calendar days or less of the scheduled Arbitration date, the hearing shall be deemed canceled unless otherwise agreed to by the parties and the arbitrator and reporter charges, if any, shall be borne by the party not wishing to proceed. If both parties agree to a compromise, the arbitrator and reporter charges, if any, shall be borne equally by the parties.

F. If the contention is made that the grievance is not a proper one for Arbitration as defined in Section A of this Article V, said question of jurisdiction shall be determined by the Board.

G. The decision of the Board shall be rendered promptly and, unless otherwise agreed by the parties, or specified by the law, not later than thirty (30) days from the date of transmission of final briefs and statements to the Board. The decision of the Board shall be final and binding upon both parties:

1. If transcripts of the hearing are taken, they shall be provided to the arbitrator and each party who so requests within thirty (30) calendar days of the close of the hearing.

2. *If either party desires to file a written brief, two (2) copies of the brief shall be hand delivered or mailed by certified mail to the arbitrator (including an addressed and stamped envelope for the transmittal of the brief of the opposing party) within thirty (30) calendar days of the receipt of the transcripts of the*

hearing. Upon receipt of the briefs of both parties, the arbitrator will mail each party a copy of the opposing party's brief.

H. The Board shall confine its decision to the issues submitted as defined and described by the submission agreement or by the documents referred to in Section D of this Article V, as the case may be, and the Board shall be prohibited from adding to or subtracting from the terms or provisions of this Agreement anything to the contrary notwithstanding. Nothing contained in this Agreement shall be construed as depriving either party of the rights set forth in the provisions of Title X, Sections 1280-1293 of the Code of Civil Procedure of the State of California.

I. Arbitration Expenses

With the exception of arbitrators' fees and the costs of transcriptions, the expenses of Arbitration shall be borne equally by the Company and the Union. With regard to arbitrators' fees and the costs of transcriptions, if the arbitrator rules that the Company violated the Agreement, the Company shall pay these expenses or if the arbitrator rules that there was no violation of the Agreement by the Company then the Union shall pay the expenses. The expense of making a verbatim record of the proceeding and a transcription thereof, if desired by only one party, shall be borne by that party.

J. The procedure of the Arbitration hearing shall be determined by the Board provided, however, that the parties agree to recommend to the Board that it use applicable rules of procedure such as those of the American Arbitration Association to govern the proceeding.

Article V

General Provisions Governing Arbitration

K. The Company and the Union agree to use every means to facilitate the Arbitration in every way possible.

L. The Board or either party may call any employee as a witness in any proceeding before the Board, and if the employee is on duty, the Company agrees to release him from duty so he may appear as a witness. If an employee witness is called by either party, the party calling him will reimburse him for the time lost and all necessary expenses incidental thereto.

M. Any of the periods within which any of the acts required in this Article V are to be performed may be extended either by mutual consent of the representatives of the parties or the ruling of the third member of the Board of Arbitration, and in computing the time within which the acts herein are required to be performed, Saturdays, Sundays, and holidays shall be excluded.

Additional reference Appendix i

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Article VI

MANAGEMENT PREROGATIVES

A. The Company has and will retain the right and power to manage the plant and direct the working forces, including the right to hire, to suspend, or discharge for just cause, to promote, demote, and transfer its employees, subject to the provisions of this Agreement. Any claim that the Company has exercised such right and power contrary to the provisions of this Agreement may be taken up as a grievance and to arbitration, except that the provisions of Article IV, Article V, and of this Article VI shall not apply to the discharge of any employee during the first six (6) months of the employment of any employee. The Company agrees to discuss with the Union any claim that any employee has been dismissed in violation of Article I, Section B, of this amended Agreement.

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Article VII
SENIORITY

A. It is understood and agreed that where ability and qualifications are sufficient to meet the standards of the job to be filled, working unit seniorities as hereinafter defined shall be observed in promotions and transfers except as follows:

1. No job posting or bid will be required to promote an apprentice employee to the associated skilled classification as listed in Exhibit D;

2. Transfers as outlined in Section E of this Article VII;

3. In order to be eligible for apprentice training, the applicant must normally have at least one year of experience or training in the duties of Groundman or Helper in work related to the journeyman classification in which the apprenticeship training is to be taken, except for Apprentice Lineman/Splicer in the Transmission/Substation Division. (Apprentice Linemen/Splicers in the Transmission/Substation Division will be required to complete climbing school during their first six (6) months in the apprenticeship.)

Additional reference Appendix i and ii

B. For the purpose of the Agreement — “Company Seniority” shall be deemed to accrue from the last date of hire by the Company or any of its predecessors and shall include all Company seniority accrued during any previous periods of employment after a reemployment period of one (1) year.

“Working Unit Seniority” shall accrue in each of the following working units, shall date from the day the employee started work in that working unit, and

Article VII

shall include all working unit seniority accrued during any previous period of employment after a reemployment period of one (1) year.

- Distribution Business Unit
- Transmission/Substation Division
- Hydro Division
- Shop Services and Instrumentation Department
- Procurement and Material Management Department
- Communications and Computing Services Department
- Transportation Services Department
- Property Services Division
- Steam Division
- Construction Field Forces Division
- System Operation Division

When an employee has accepted a job in accordance with the seniority provisions and finds himself unable to retain the job, he shall accept whatever job is available in the "Working Unit" and for which he is qualified.

Additional reference Appendix i

C. 1. The Company will post notices of all job vacancies that occur in the Working Units, as set forth in Section B of this Article VII, for a period of seven (7) consecutive calendar days, except for Exhibit D jobs filled by progression.

Such notices of job vacancies shall be placed on the Company bulletin boards, and it shall then be the individual employee's responsibility to learn of said postings and to cause to be indicated thereon his desire to be considered for said job. Employees are only eligible to sign notices of job vacancies for jobs in their own working unit and said notices will not be posted outside of the working unit to which they

apply. Apprentices will not be considered eligible to bid on other apprentice jobs within the same classification.

The names and unit seniority of the employee who is given the job will be posted at the time of the appointment. In the event of jobs other than entering level jobs being filled from the outside, notice will be posted on the bulletin board indicating that fact. It is not contemplated that notice of vacancies in entering level jobs will be posted.

After an employee has signed a posting sheet for a job and has been assigned the job and posting of that fact has been made, he must either accept the job or take whatever job is available in the working unit for which he has seniority, ability and qualifications. However, if he has not been actually transferred to the new job within: (a) thirty (30) days from the time the assignment has been posted he shall be free to bid and receive an award for another new job; or, (b) sixty (60) days from time assignment has been posted, he shall be free to withdraw his bid.

An Apprentice Lineman/Splicer who completes the sixth month of the sixth step of the apprentice training program will be promoted assuming he is qualified, to the Lineman/Splicer classification as an "in-training" Lineman/Splicer. The junior (working unit seniority) "in-training" Lineman/Splicer will be subject to assignment to a predesignated district to fill a vacancy in his classification in the event there are no qualified bidders for such a vacancy. Upon filling such a vacancy, either by bid or otherwise, the "in-training" designation will be removed. In no case will the "in-training" Lineman/Splicer be assigned to a new permanent work location which is more than thirty (30) road miles from the Lineman/Splicer's original work base. Further, if after a six month period the

Article VII

"in-training" designation has not been removed, such designation will then be removed and the Lineman/Splicer will be considered to have filled a regular vacancy at his current work location.

2. The provisions of this Section C shall apply to vacancies occurring in classifications listed in Exhibit "C" and in Exhibit "E" in accordance with seniority provisions of the Agreement.

In determining what constitutes sufficient ability and qualifications to meet the standards of the job under Exhibit "C" and Exhibit "E" bidding, due consideration will be given to: (1) the quality of the employee's performance on his current job; (2) his background of education and experience in similar or related work; (3) the amount of special preparation for the new job, if any is necessary, which the employee has completed at the time the selection is made; and (4) leadership qualifications and ability to progress.

It is understood and agreed that the Company has the sole responsibility for selecting employees for these supervisory jobs and that the bidding procedure, as set forth in this Section C, is for the purpose of advising employees of vacancies and giving them an opportunity to indicate their desire for such vacancies.

3. "In-training" Plant Equipment Operator

a. Operating Assistants, when qualified, shall be promoted to "in-training" Plant Equipment Operator and will be eligible to receive future step progression increases.

b. An "in-training" Plant Equipment Operator is hereby defined as a Plant Equipment Operator who has progressed from the classification of Operating

Assistant, when qualified, but who has not filled a regular Plant Equipment Operator job and is carried as excess manning at a station. "In-training" Plant Equipment Operators are eligible to fill shifts the same as regular Plant Equipment Operators.

c. In the event vacancies for Plant Equipment Operator occur and are not filled as the result of a bid and award, the junior (working unit seniority) "in-training" Plant Equipment Operator in the working unit will be subject to filling a job vacancy at Cool Water, Solar I, coal gasification (if appropriate), Highgrove, San Bernardino, and any other generating plants built on Edison properties at these sites. However, when an "in-training" Plant Equipment Operator is already assigned to a location where such a vacancy exists, the junior "in-training" Plant Equipment Operator at that location shall be assigned the vacancy rather than the junior "in-training" Plant Equipment Operator in the working unit.

d. Should an "in-training" Plant Equipment Operator be assigned a Plant Equipment Operator vacancy at another station than his current assignment, the provisions of Article XIV.F.3. shall apply.

e. "In-training" Plant Equipment Operators who are assigned as a result of the "in-training" provision of Article VII.C.3. shall not have such assignments count against the six (6) month restriction for horizontal and/or down moves described in Article VII, Section D.

f. An "in-training" Plant Equipment Operator will receive merit increases subject to the same requirements of a Plant Equipment Operator.

D. Transfers and horizontal moves will be made upon request received from the employee, in accordance with the terms of the seniority provisions of

Article VII

the Agreement. This does not apply to moves within the same apprenticeship classifications. Employees will not be entitled to move horizontally and/or down more than once in a six (6) month period, nor may they make any combination of up and down moves during a six (6) month period which results in their occupying the same, or a lesser position as they held initially. New employees will not be eligible to move horizontally during the first six (6) months of their employment. Such six (6) months period shall be computed from the time an employee is hired or is awarded a job vacancy. If an employee bids for another job vacancy or requests a transfer to another job involving a horizontal and/or down move, at least six (6) months must have elapsed as of the date the job posting sheet is removed from the bulletin board.

1. An employee may have valid requests for transfer on file for up to **six** different classifications, at any given time. On each request for transfer, an employee may request transfer to an unlimited number of designated locations. A request for transfer will be filled out by the employee and all copies will be presented to the employee's District Manager or Division Superintendent who will date and acknowledge receipt of same and return a copy to the employee. This establishes the effective date of the request for transfer.

2. A request for transfer shall be valid for:

- a. Twelve (12) months from the date submitted, or;
- b. Until the employee accepts a different job.

c. If the employee rejects a job which he is offered, his request for transfer for that specific job will be cancelled.

3. To be valid for a given job opening, a request for transfer must be submitted ten (10) working days

prior to the date on which a department's requisition for the job in question is received in the Staffing Division (Personnel Office).

4. Normally each job shall be awarded within fifteen (15) working days after a department has submitted their employment requisition to the Staffing Division and the Company will commit its best effort toward that end.

a. An employee shall have at least two days from notice of a job offer to accept or reject the job.

5. An employee who has submitted a valid transfer request as set forth in this article, and is performing satisfactorily on his present job, meets the Company's hiring standards, and otherwise meets the qualifications of the vacant job, shall be awarded the job over a new hire based on working unit seniority and then Company seniority (within the bargaining unit).

6. Each month, the Company shall post (on the bulletin boards where job bid sheets are posted) a notice of all jobs awarded via requests for transfer and shall provide the Union with a copy (name, bargaining unit seniority date, location, job classification, date of award of job).

E. Reduction of Forces

In a reduction of forces employees will be displaced on the basis of Company seniority.

1. Employees with twenty-four (24) months or less Company seniority:

a. Such employees shall be subject to direct layoff by classification and working location.

b. An employee who is declared surplus and who is subject to direct layoff shall be entitled to displace *the least senior employee or fill a vacancy in a*

Article VII

similar or lower level classification at his established working base or another working base within his working unit as defined in Article VII.B. Such employees shall not be permitted to bump into other working units.

c. In order to displace a less senior employee in his working unit, an employee must be qualified by previously holding the position or by passing a standard job knowledge or aptitude test and is otherwise qualified to perform the duties of the classification.

d. The bumping process shall be expedited so that the necessary rounds of bumping, if any, can be completed within a maximum of thirty (30) calendar days. Employees shall be afforded the opportunity to take qualifying job knowledge and aptitude tests during this period.

e. During a reduction in forces, affected employees who have exhausted their seniority rights for a full-time position, may fill a part-time Meter Reader vacancy or displace a part-time Meter Reader via the bump choice sheet. If converted to part-time Meter Reader, such employees will have recall rights, but no severance benefits, and if the employee subsequently terminates voluntarily, they will retain recall rights. The Company will determine which part-time Meter Reader is displaced at any requested location. Employees converted to part-time Meter Reader may not be displaced by another full-time employee. Employees working in part-time Meter Reader positions will be placed in the wage step closest to, but not greater than, their current rate of pay and will be subject to the same working conditions as part-time Meter Readers.

f. In any event, employees who are declared surplus, who do not have sufficient seniority or qualifications to exercise their seniority rights as stated in this

Section E.1., and/or have not transferred to a vacancy outside their working unit within thirty (30) calendar days after the implementation of the force reduction shall be laid off.

g. Recall of such employees shall be in accordance with Article VII, Section F, except that employees laid off under this Section E.1. would be permitted to decline jobs outside their former working unit without forfeiting their rights under Article VII, Sections F & G.

h. When the number of positions identified as surplus is the greater of either ten (10) positions or 3% of all of the bargaining unit employees in the working unit, then these provisions of Article VII.E.1. shall apply.

i. For the purposes of this Article VII.E.1., Customer Service geographical divisions shall be considered separate working units.

j. Apprentices who are subject to displacement, will be treated in the same manner as set forth in Article VII.E.2.c.

k. No position will be filled by promotion or transfer during a reduction of forces so long as there are surplus employees at the same or higher level with qualifications and seniority sufficient to fill such position.

2. Employees with more than twenty-four (24) months' Company seniority

a. In the event a reduction of forces is made in a classification at an established working base, employees with the least Company seniority in that classification at that base will be declared surplus. Employees declared surplus and those subsequently displaced, shall be entitled to displace the

Article VII

least senior employee or fill a vacancy in a similar or lower level classification at his established working base or another working base in the working unit provided he has Company seniority over the least senior employee in the classification at the designated working base and is qualified by previously holding the classification or by passing a standard job knowledge or aptitude test and is otherwise qualified to perform the duties of the classification. All entry-level classifications shall be considered to be similar for the purpose of displacements under this provision.

b. If a surplus or displaced employee does not have sufficient Company seniority and/or qualifications to displace an employee then occupying a similar or lower level classification within the employee's working unit, he shall be entitled to displace the least senior employee or fill a vacancy in an entry-level classification at an established working base in any other working unit provided he has Company seniority over the least senior employee in the classification at the designated working base and is qualified by previously holding the classification or by passing a standard job knowledge or aptitude test and is otherwise qualified for the position.

c. At the time of a reduction of forces at a working base, each journeyman classification as set forth in Exhibit D and the related 7th, 6th, and 5th step apprentices will be considered as one journeyman classification for the purpose of the reduction. Apprentices in the 4th step or lower will be considered as one classification for the purpose of the reduction.

d. Moving Expenses

(1) If there is a vacancy at another working base in the classification being reduced, the Company

may request the employee being reduced or declared surplus to move to the vacant job. Such a request must be made in writing and confirm that it is being made under the provisions of this section of the Agreement. If the employee elects to move at the request of the Company, all moving expenses will be paid by the Company as stated in Article XIV.F.3. In addition the employee will receive \$1,000.

(2) If a surplus or displaced employee elects to, and is successful in ultimately filling a vacancy in lieu of displacing another employee, all moving expenses will be paid by the Company as stated in Article XIV.F.3., and the employee will receive \$1,000, when the following conditions are met:

a) The employee's new permanent work base must be twenty (20) miles or more from the employee's old permanent work base;

b) The employee's new residence is closer to the new work location than his present residence;

c) The employee's commuting time to the new work location from his new residence is less than the commuting time to the new work location from his old residence; and

d) The employee must move within one year from the effective date of the transfer to qualify for moving expenses under this provision.

e. Preferential Bid Rights

Preferential bid rights do not apply to classifications in Exhibit C or to entry-level classifications.

(1) A reduced employee working in a lower classification will have a preferential bid right based upon Company seniority to an opening in his original classification at his original work base. He will also have

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a preferential bid right to an opening in his original classification at the new work base to which he bumped, if it is within his original division.

(2) An employee who is bumped from his original work base and maintains his original classification will have a preferential bid right to an opening in his original classification at his original work base.

(3) It is understood that in exercising preferential bid rights, an employee will return to the point of progression that he had reached at the time of his reduction.

(4) An employee with preferential bid rights, who bumps out of his working unit may use his Company seniority to bid back into his original working unit.

(5) Any employee who bumps out of his working unit may also use his Company seniority to compete with others on a request for transfer to an entering level job back in his original working unit.

(6) The employee may make known his desire to be considered for job vacancies in his original working unit by submitting specific or blanket requests for transfer.

f. Loss of Preferential Bid Rights

An employee will lose his preferential bid rights to:

(1) A work location to which he holds a preferential right if he refuses to exercise his bid right when a vacancy occurs in his original classification at that location;

(2) The new work base to which he bumped if he voluntarily leaves that location;

(3) To both locations if he is successful in getting back to his original, or a higher, classification at his original work base.

(4) Failure of an employee to accept a requested transfer will cancel the employee's preferential rights described in Paragraph 2.e. above.

g. Freeze on Bid/Transfer Procedure

No position will be filled by promotion or transfer during a reduction of forces so long as there are surplus employees at the same or higher level with qualifications and seniority sufficient to fill such position.

h. Layoff

In the event employees do not have sufficient seniority or qualifications to exercise their seniority rights as stated in this Section E, they will be laid off.

i. Paper Procedure

A major portion of the reduction of forces will be completed through a paper process before any physical move is made. Employees will be given two (2) consecutive weekends from the time they receive notice of reduction or bump before they will be required to submit bump choices. Employees will be required to make three (3) choices per round. The Union Office will be provided with a list of the results of each round.

j. Red Circle Provisions

(1) If under this Section E an employee is reduced to a lower paying job classification, the employee will be "red circled" at his/her "pre-force reduction" rate of pay until one of the following occurs: 1) the rate of pay for the employee's current job classification is equal to or greater than the "red circle" rate of pay or, 2) the "red circled" employee declines to accept assignment as set forth in j.(2) below. Should either 1) or 2) occur, the employee will assume the rate of pay of his/her current job classification.

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(2)(a) In the event a job vacancy occurs for which there are no qualified job bidders or transfers, any employee currently "red circled" in the vacant classification who was reduced from a work base within a 35-mile radius* of the vacant position may be offered assignment to the vacancy. Such employees will be offered the vacant position based on working unit seniority, beginning with the junior employee.

(b) In the event a "red circled" employee is reduced to another working unit, the employee must file a valid transfer request back to his/her "pre-force reduction" working unit for all vacancies in his/her original job classification within a 35-mile radius* of the employee's "pre-force reduction" work location.

(c) If a "red circled" employee fails to accept the first job vacancy properly offered under j.(2)(a) or (b) above, the employee will assume the rate of pay of the current job classification.

(3) If an employee is force reduced into a new working unit, and if the former working unit or former job classification in that working unit no longer exists, the employee will be credited with his/her former working unit seniority after accumulating two years in the new working unit. (Applies to force reductions occurring on or after February 1, 1988)

k. In the event of an involuntary layoff, the Company will pay a severance of three (3) weeks pay to laid-off employees with zero (0) to three (3) years of service and one (1) additional week for each additional full year of service to a maximum of 26 weeks of pay.

*For Transmission/Substation and PAMM only, job vacancies in the "basin" will be offered in accordance with the 35-mile assignability rule Letter of Understanding.

The Company will also provide health care coverage for a minimum term of one (1) month to laid-off employees with less than five (5) years of service and three (3) months of coverage for employees with five (5) years or more service. In addition, the employee will be eligible for up to 18 months of COBRA coverage.

If an employee elects the above severance and medical coverage, the employee will not have recall or rehire rights.

I. During a reduction in forces, affected employees who have exhausted their seniority rights for a full-time position, may fill a part-time Meter Reader vacancy or displace a part-time Meter Reader via the bump choice sheet. If converted to part-time Meter Reader, such employees will have recall rights, but no severance benefits, and if the employee subsequently terminates voluntarily, they will retain recall rights. The Company will determine which part-time Meter Reader is displaced at any requested location. Employees converted to part-time Meter Reader may not be displaced by another full-time employee. Employees working in part-time Meter Reader positions will be placed in the wage step closest to, but not greater than, their current rate of pay and will be subject to the same working conditions as part-time Meter Readers.

3. Relocation of Work Bases

In the event of a relocation of a work base, the Company reserves the right to transfer employees to the new working location without invoking the provisions of Article VII, Section E, providing the new work location is within sixteen (16) road miles of the original work base location. If a work base location is moved more than once in a five (5) year period, the

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provisions of this Article VII.E.2. would be applicable for the second move.

4. Temporary Curtailment

In the event of a temporary curtailment in any working unit, the Company reserves the right to temporarily transfer employees to other units to do such work as may be available and suitable to their skill and experience, provided that no employee of longer Company seniority may be displaced by an employee so transferred who has less Company seniority.

5. In the event that a reduction of forces is necessary but cannot be implemented under the provisions of Article VII.E.1. or VII.E.3., the reduction shall be implemented under the provisions of Article VII.E.2.

Additional reference Appendix i

F. Reemployment shall be in reverse order of lay-off, *i.e.*, the last employee laid off shall be the first reemployed. The Company shall notify former employees who were laid off in writing by registered mail addressed to the last address of record to report back to work when jobs are available. If such a former employee does not report within ten (10) days (Saturdays, Sundays, and holidays excluded) after the sending of such notice, he shall lose his seniority, except that if the failure to so report is due to substantiated illness, injury, or some cause beyond his control, the former employee shall be put back to work when he is able to report, provided he notifies the Company within such ten (10) day period the approximate date when he will be able to return and there is on such date an available job for which he is eligible by reason of qualifications and seniority.

It is the responsibility of the employee to see that the Company is advised of his current mailing address.

All former employees so reemployed must pass a physical examination and upon reemployment shall receive the prevailing rate of pay for the classification in which they are reemployed.

G. Except as otherwise provided herein, seniority shall be lost if an employee: (1) quits; (2) is discharged for cause; (3) fails to return to work within ten (10) days after being notified to report for work, except when such failure is due to substantiated illness, injury, or similar cause beyond his control and he has so notified the Company within the ten (10) day period; or (4) is laid off for more than twenty-four (24) consecutive months. However, if his seniority exceeds five (5) years, he shall not lose his seniority until he has been laid off for more than a continuous period of thirty-six (36) months. Seniority shall not accumulate during any such layoff.

H. Company and working unit seniority shall accumulate for New Normal and Regular Employees during any absence due to illness or injury, so long as the employee continues to receive Comprehensive Disability Plan benefits, and the employee shall be returned, if qualified, to his former job or to a similar position at the then current rate.

I. Employees who are transferred to supervisory or non-supervisory positions outside of the bargaining unit shall accumulate working unit seniority while occupying such supervisory or non-supervisory positions. If they are transferred to classifications within the bargaining unit, they may elect to be assigned, if qualified, to the classification in the working unit they formerly held:

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1. In the working location where they are employed; or

2. In any other location within the working unit, provided there is a job vacancy.

Such transfers shall be with accumulated seniority and all the terms and provisions of this Agreement shall apply while they are assigned to any job classification in the bargaining unit. Such transfers into the bargaining unit will be effected without the necessity of posting job vacancies. A job award, however, will be posted at the time the assignment is made.

For purposes of a reduction in forces, employees who have been outside of the bargaining unit for two (2) years or more and who are returned to the bargaining unit under this provision may not use *Company seniority accrued while outside of the bargaining unit* for a period of two (2) years.

J. Employees who are transferred to temporary positions outside of the working unit shall accumulate working unit seniority in their regular working unit while occupying such temporary positions. In the event any of the aforementioned employees are returned to classifications within the working unit, they shall be assigned, if qualified, the classification in the working unit they formerly held, with their accumulated seniority; and all of the terms and provisions of this Agreement shall apply to them while they are assigned to any job classification in the working unit.

K.1. Except as provided in paragraph 2 below a temporary position shall be construed to mean any position or assignment which is not expected to continue more than ninety (90) day; however, if it is necessary, such time may be extended with the approval of the parties hereto.

2. In the case of temporary employees, they may be employed for up to nine (9) months and in the case of temporary upgrades, employees may be assigned an upgrade for up to nine (9) months. However, if it is necessary, such time may be extended with the approval of the parties hereto.

The following will apply to temporary employees who have been terminated and are hired as new normal employees:

a. If an employee is hired full time within one year from the conclusion of his last temporary employment period, his seniority will be adjusted to include all temporary employment periods retroactively for one year from the in-service date as a full-time employee.

b. For an employee whose rehire date is more than one year from the date his last temporary employment is terminated, his seniority will not be adjusted.

Additional reference Appendix i

L. As soon as practicable after the execution of this Agreement, but not later than ninety (90) days thereafter, and each year thereafter, the Company shall furnish the Union with lists showing the Company and working unit seniority of each employee in the units covered by this Agreement. The Company will also post said seniority lists on all Company bulletin boards. Any protest in seniority lists must be made within sixty (60) days from date such lists are furnished the Union or said lists will stand as corrected for the duration of the Agreement.

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Article VIII
WAIVERS

The waiver of any breach or condition of this Agreement by either party does not constitute a precedent for any further waiver of such breach or condition.

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Article IX

**WORKING HOURS, OVERTIME,
HOLIDAYS AND SAFETY**

A. 1. Forty (40) hours shall constitute a regular week's work. A regular week's work shall be performed on five (5) consecutive days which shall be normally Monday to Friday, inclusive, except that regularly scheduled shifts may be instituted to such extent and at such hours as may be required in the Company operations and it is understood that such regularly scheduled shifts may be instituted regardless of the special departmental provisions of this Agreement; except that:

a. Where employees so request, the Company may permit such employees to work more than five (5) consecutive days without overtime pay for the purpose of accumulating their days off, if the same be back-to-back work weeks.

b. The five (5) work days need not be consecutive if the sequence of work days be interrupted by regular shift rotation or by shift changes mutually agreed upon by employees for their convenience.

2. When an employee is scheduled for a regular days-off period of four (4) days and when such employee has five (5) approved vacation days connected to the four (4) days-off period, such scheduled days-off period shall not be changed. For the purpose of this provision, any combination of holidays and vacation days totaling five (5) will be considered the equivalent of five (5) vacation days.

3. No more than 20% of the work performed by Meter Readers, as measured on an annual basis, may be done by part-time Meter Readers. If the Company exceeds this 20% at year end, then the amount of work which may be done by part-time

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Meter Readers in the following year will be reduced by 2% for each 1% above the 20% maximum level, returning to the 20% work level the next following year. A part-time Meter Reader may not work any longer than 1,456 hours in a calendar year.

Additional reference Appendix i and ii

B. For the purpose of this Agreement, Testboardmen, Substation, Hydro Plant, Steam Plant, and Diesel Plant Operators, Station Attendants and Systems Communication Technicians working on a rotating shift basis shall be known as "shift employees."

The schedules for employees on rotating shifts shall be so arranged as to provide that each employee works approximately the same number each of the shifts worked.

Additional reference Appendix ii

C. For shift employees eight (8) consecutive hours shall constitute a regular day's work; their meals to be eaten on Company time. For employees other than shift employees, eight (8) hours constitute the regular day's work which hours shall be consecutive except for time out for meals. Shift changes or regular working schedules shall not be changed solely for the purpose of avoiding overtime payments.

1. Shift employees who are assigned to school classroom training will assume a day shift schedule including a non-paid lunch period.

2. In the Transportation Services Department, employees on fixed shifts (swing or graveyard) may be changed to day shift, with a minimum of 72 hours' notice, for school classroom training, and up to ten (10) days per year for special project assignments.

Such assignments shall be for five (5) consecutive days or less.

Employees assigned pursuant to this section shall not receive overtime compensation for the eight (8) hours worked on the day shift, but shall receive the shift differential applicable to their normal shift.

D. The regular working schedules shall be made up and posted on the Company bulletin boards two (2) weeks in advance of their effective date. While part-time Meter Readers will generally be placed on a regular work schedule, the Company reserves the right to work them on an on-call basis on normal time.

E. The following shall be the basis for payment of the rate of time and one-half the straight time hourly rate of pay for the employees affected, except as provided in Sections F and G of this Article IX:

1. Hours worked in excess of eight (8) in a single day;

2. Hours worked before or after scheduled shift hours;

3. The first work day on a new schedule after transfer from one schedule of working days to another without notification of such transfer at least twenty-four (24) hours in advance of the starting time of the new schedule;

4. The first shift after transfer from one eight (8) hour working shift to another without notification of such transfer at least twenty-four (24) hours in advance of the starting time of the new shift; except when employee's shift is transferred to graveyard shift with less than eight (8) hours notice in advance of the starting time of the new shift, the first shift after such transfer shall be paid at the rate of two times

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the straight time hourly rate of pay for the employee affected;

5. Required to work more than one (1) short change in a seven (7) day period. A short change which occurs more than seven (7) days beyond the first short change establishes the beginning of a new seven (7) day period and will not be paid at the premium rate except that if a short change is worked on the seventh day, a short change worked on the eighth day will be paid at the rate of time and one-half the straight time hourly rate. A short change is defined as a *transfer from one schedule of working days to another with but eight (8) hours off between shifts*;

6. Hours worked on scheduled days off;

7. The overtime rate of time and one-half for hours actually worked is the maximum which may be received under the foregoing provisions of this Section E, even though there may be two or more bases for applying the time and one-half rate to such hours;

8. No overtime compensation shall be paid for any hours worked on a second shift in any twenty-four (24) hour period, which hours are worked as a result of the regular shift rotation or which hours are worked as a result of shift changes or changes in *days off mutually agreed upon by employees for their convenience*. Any changes in days off must be in the same work week.

F. 1. Employees, except part-time Meter Readers, who are called (other than for prearranged work) *outside of their regularly scheduled working hours* shall be paid at the double time rate for all hours worked and for travel time in connection therewith except as provided elsewhere in this Section F. The minimum time, including travel time, for which overtime com-

pensation shall be paid under the provisions of this Section shall be two (2) hours at the overtime rate. For the purposes of this Section, additional calls received within the two (2) hour minimum period shall not establish consecutive minimum periods of double time.

For purposes of this Section employees who are called within two (2) hours immediately preceding their regular scheduled working hours shall be entitled to no more than a minimum of two (2) hours at the double time rate for any time worked within said two (2) hour period. Should the two (2) hour minimum overlap into an employee's regularly scheduled work hours the straight time pay for the regularly scheduled hours shall commence after the close of the two (2) hour minimum period.

Call-out time under this Section shall be computed from the time the call is received when the employee is required to report immediately. Employees called out but not required to report immediately shall receive pay from the time the employee begins to travel in order to report at the required time. Shift employees called within forty-five (45) minutes of the time required to report for work shall be considered to be required to report immediately and shall be paid from the time the call is received.

When employees are working overtime as the result of being called out to perform emergency work, and when such emergency work immediately precedes and extends into the starting time of prearranged overtime, the following shall apply:

- a. As long as such emergency work continues they shall be paid the double time rate of pay;
- b. If and when the emergency work is completed and such employees start working on the pre-

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arranged overtime work, they shall be paid the rate of pay applicable to prearranged work.

2. Employees who are required to work outside of their regular scheduled working hours on a prearranged basis shall be paid at the time and one-half rate for hours worked.

If the employee does not continue to work into his regular work day or if the time worked is not a continuation of his regular work day, the minimum time for which overtime compensation shall be paid under the provisions of this Section shall be two (2) hours at the applicable overtime rate.

When scheduled overtime, other than an extension of the regular work day (before or after), is cancelled less than eight (8) hours prior to the time the scheduled overtime was to start, the employee shall receive two (2) hours' pay at the applicable overtime rate.

3. When time worked under the provisions of this Section fulfills the requirements of Section G of this Article IX, the double time rate will be applied instead of the rate of time and one-half.

G. 1. Employees who, as the result of a call out, work on a job during a days-off period, or which extends into a days-off period, and who are notified while at work on such job to report back for work at a later time during the same days-off period, shall be paid at the double time rate for such time worked on this second assignment. Such assignment, however, is not considered a call out and travel time provisions pertaining to a call out are not applicable but the meal provisions for call outs will apply.

2. Employees shall be paid at the double time rate of pay for all time worked in excess of twelve (12) consecutive hours. Employees who, under the provi-

sions of this clause, would be entitled to pay at the double time rate will not have such right nullified by an interruption of continuous work time of six (6) hours or less. (Any break in continuous work time of more than six (6) hours will be considered to be an interruption of continuous work time.)

Under the provisions of this Section G.2., the employees may be sent home for a specified break (it is understood that employees on any such break may be called back to work) and shall not lose any normal time pay for the regular time which they are required to lose by reason of such break. Meal periods will not be considered as an interruption of continuous work time and will not be considered as work time except when paid for by the Company. The meal period which occurs during employees' regular work hours will be included in the computation of the break period.

3. Employees who work on a job during the first day off of a days-off period and who are notified while at work on such a job to report back for work on the second day off, shall be paid at the double time rate for such time worked on this second day off. Such assignments, however, are not considered call outs and travel time provisions pertaining to a call out are not applicable, but the meal provisions for call outs will apply.

4. Employees who work during a non-workdays period (starting at the end of their regular work hours prior to their first day off and continuing until the start of their regular work hours on their first day back) shall receive the double time rate of pay for time worked in excess of eight (8) hours. The double time rate shall remain in effect for all hours worked during the remainder of the days off period, except that, for prearranged overtime work on a subsequent day off,

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the rate of time and one-half will apply if such work is preceded by a minimum of twelve (12) hours off.

5. The double time rate is the maximum which may be received under these provisions, even though there may be two or more bases for applying the double time rate.

H. Employees reporting for work on normal scheduled working days will not have pay deducted because of weather conditions when the Superintendent directs that no field work be undertaken. However, it is understood that such employees may be held at headquarters pending trouble calls, or may be employed in other miscellaneous work at headquarters.

The provisions of this Section shall apply only on the employee's regular scheduled work days, except that in those divisions and areas where the extended work week is temporarily in effect, the provisions of this Section shall also apply on the sixth (6th) day.

Seasonal or casual employees on an hourly or daily basis, ordered to report for work, will be credited with at least two (2) hours pay if weather conditions are so unfavorable that the Superintendent directs no work be attempted. Two (2) hours at over-time rates shall apply on non-work days.

I. Overtime shall be divided as equally as practicable among those qualified and available for the work in each classification. Employees shall not be required to take equivalent time off during any regular scheduled work week to compensate for overtime previously worked or to be worked within that work week. Overtime records will be maintained in two separate categories, *via.*, emergency (call out) or planned (*prearranged*) work, except in the case of

"shift employees" where only one list will be maintained and in those Departments, Divisions or districts where the parties agree that one list will be used. In districts where the use of one list is determined by a vote of the majority of employees, such employees shall have the option to re-vote annually if they so choose. Overtime totals will be carried on a cumulative or "evergreen" basis and records shall be readily available.

When an available and qualified employee is not assigned an overtime assignment to which he is entitled by the provisions of the Agreement, the employee will be reimbursed for the overtime compensation loss he suffered if the overtime was improperly assigned to an employee in another classification or to an employee from another Evergreen overtime list (excluding planned versus emergency lists) thereby making it impossible for the normal application of the Evergreen provisions to provide future opportunities for the employee to make up the overtime lost.

Additional reference Appendix i and ii

J. When conditions of the work require, employees may be temporarily assigned to or employed for work on shifts other than their normal shifts for a particular job at straight time rates for eight (8) hour periods other than specified, provided the assignment shall continue for at least eight (8) consecutive days. Special shifts for a shorter period than eight (8) consecutive days shall be subject to the overtime rules. For employees under such conditions, eight (8) consecutive hours shall constitute a regular day's work, their meals to be eaten on Company time. No work shall be performed under these conditions which can reasonably be done during regular work-

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ing hours with due regard for the requirement of public service.

K. 1. The following holidays are observed by the Company:

New Year's Day	(January 1)
Washington's Birthday	(3rd Monday in February)
Memorial Day	(Last Monday in May)
Independence Day	(July 4)
Labor Day	(1st Monday in September)
Columbus Day	(2nd Monday in October)
Veterans Day	(November 11)
Thanksgiving Day	(4th Thursday in November)
Thanksgiving	
Friday	(The day after Thanksgiving)
Christmas Day	(December 25)

a. (1) In addition to the above holidays, each employee shall be eligible for one (1) additional holiday which shall be selected by the employee from the following five (5) days:

Martin Luther King Day	(3rd Monday in January)
Easter	
Cesar Chavez Day	(April 23)
Christmas Eve	(December 24)
New Year's Eve	(December 31)

Employees must designate which holiday they elect to take on or before January 1 of each year. New hires or transfers into the bargaining unit will have thirty (30) days in which to make their designation for that calendar year.

Employees may not be denied, nor required to work on, the personal holiday which they select, except rotating shift operators may be required to work if necessary to man the shift. In the event more than $\frac{3}{4}$ of the employees in a classification at work

location elect to observe the same personal holiday (on the same day), supervision may have the least senior employee(s) in the classification select a different personal holiday, provided they notify the affected employees by January 10. The affected employees must make their selection of their alternate holiday on or before January 31 of each year, except in the case of a new employee (new hire, job bidder or transferee). In the case of new employees who must select an alternate holiday, the selection must be made within 30 days or less of their arrival.

(2) In addition to the aforementioned holidays, a new normal employee with less than six months service shall be eligible for one (1) floating holiday and a regular employee with six months or more of service shall be eligible for two (2) floating holidays. The granting of such request shall be governed by Article XI, Section H. An employee is entitled to take a floating holiday as a birthday holiday, if he so elects, provided he schedules it at the time he schedules his vacation.

b. When any of the aforementioned holidays falls on an employee's second day off in the work week or on another holiday, the following regularly scheduled work day shall be observed as the holiday.

c. When any of the aforementioned holidays falls on an employee's first day off in the work week, the previous regularly scheduled work day shall be observed as the holiday.

d. When a holiday occurs while employees are assigned to a temporary base, if the majority of employees on a crew elect, with the approval of supervision, the crew may work the holiday at the double time rate of pay.

2. An employee on a monthly rate of pay who is required to work on the day which he is scheduled to

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observe as the holiday shall be paid eight (8) hours pay at his straight time hourly rate, plus the double time hourly rate for each hour actually worked on such a day.

3. An employee on a monthly rate of pay who does not work on the day which he is scheduled to observe as the holiday shall be paid eight (8) hours pay at his straight time hourly rate.

4. An employee on a daily or hourly rate of pay who is required to work on a holiday shall be paid at the double time hourly rate of pay for all hours worked on such holidays. Such employees are not entitled to pay for holidays not worked.

5. If a shift employee works on an observed holiday on a regularly scheduled shift, he may, in lieu of receiving the double time hourly rate for each eight (8) hour shift actually worked, elect to have equivalent time off added to his vacation and work the holiday shift at straight time.

a. An employee must notify his supervisor on or before December 31 of his desire to exercise this provision during the following year.

6. If a non-shift employee working a rotating days off schedule is scheduled to work on an observed holiday on a regularly scheduled shift, he may in lieu of receiving the double time rate for each eight (8) hour shift actually worked, elect at the time to have equivalent time off added to his vacation and work the holiday at straight time.

a. Only those employees as determined by supervision to be required for operation and maintenance will be scheduled to work on an observed holiday.

7. An employee may not exercise this provision in those years in which he receives added vacation under the provisions of Article XI.B.4.

8. Holidays added to vacations will be treated in accordance with applicable provisions of Article XI. They may be taken at any time during the calendar year before or after the holiday occurs in accordance with Article XI, Section H.

L. Employees shall not be required to be on call, provided, however, that an employee may volunteer to be available for duty in case of emergency.

M. If the Company changes or modifies working schedules in a manner which the Union considers arbitrary or unnecessary, the decision of the Company shall stand, but the matter may be submitted to the grievance procedure and to final and binding arbitration as provided for in this Agreement.

N. 1. Only journeymen electrical workers or 3rd year apprentices (under continuous supervision or instruction of a journeyman electrical worker) shall be assigned to work on lines or equipment energized in excess of 600 volts.

2. The Company shall make reasonable provisions for the safety of employees in the performance of their work. The Union shall cooperate in promoting the realization of the responsibility of the individual with regard to the prevention of accidents.

3. The Company reserves the right to draft reasonable safety rules for employees and to insist on the observance of such rules. The Union's Safety Committee may submit suggestions to the Company concerning the revision and enforcement of safety rules.

O. There shall be a minimum of two (2) men (one (1) of whom shall be a journeyman) on all transmission patrols, except one (1) journeyman or one (1) Utility Lineman/Splicer can be utilized on routine transmission patrols during regular working hours.

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Article X

LEAVES OF ABSENCE

A. Time off without pay for any period of thirty (30) consecutive days or less may be granted any employee upon a written or oral application addressed to the employee's supervisor showing good and sufficient reason for such request. This shall not be construed as a "leave of absence without pay" as that term is used in this Agreement. A "leave of absence without pay" is defined as any period of authorized absence from service in excess of thirty (30) consecutive days.

B. A "leave of absence without pay" not to exceed a period of six (6) months except as provided in Paragraph A and D, Article X, may be granted to an employee after three (3) years of active and continuous service with the Company as this service is defined in Article XI, Section E, hereof, upon written request, addressed to his supervisor showing good and sufficient reason therefore.

C. An employee with five (5) or more years of active and continuous service with the Company may be given an extension of a leave of absence upon written request addressed to his supervisor showing good and sufficient reason therefor, but in no event shall an extension be granted for a period which extends the total leave of absence and any extension thereof beyond a period of one (1) year, except as provided in Section D of this Article X.

D. An employee's election or appointment to accept full-time positions with the Local Union shall be considered good and sufficient reason for obtaining a leave of absence without pay upon written request from the Business Manager of the Local

Article X

Union to the Vice President of Labor Relations for a period not to exceed three (3) years, it being understood that not more than five (5) employees at one time will be granted a leave of absence without pay to accept such full-time positions with the Union, and that such employees shall have completed at least three (3) consecutive years of active and continuous service with the Company. Employees granted leaves under this Section D shall continue to accrue working unit seniority while on such leaves.

Additional reference Appendix ii

E. The Company shall require each employee taking a leave of absence without pay to submit to a medical examination at the beginning of his leave of absence; and before reinstatement the employee must, by another medical examination, establish the fact that his physical condition has not changed for the worse during his leave of absence, and that he is qualified mentally and physically to resume his duties. Upon return from an authorized leave of absence without pay, an employee shall be reinstated to his former job classification at the current rate of pay of that classification with the seniority he had accumulated to the date he took such leave, provided he is physically and mentally competent to perform the duties of such classification, and his seniority standing under the provisions of Article VII of this Agreement entitles him to reinstatement to his former job classification.

F. Any employee who accepts gainful occupation (except as set forth in Section D of this Article) while on leave of absence without pay for any period of time automatically terminates his employment, except that, upon approval, part-time employment while on leave as a full-time student studying a sub-

ject relative to the Company's operations shall be permitted.

G. Officers and a reasonable number of representatives of the Union who are employees of the Company and employees who have been selected by the Union as its representatives shall be granted time off without pay not to exceed thirty (30) consecutive days to take care of Union business, provided that reasonable notice is given the Company.

H. Any employee on leave of absence is entitled to no rights, privileges or benefits under the terms and provisions of this Agreement except the right to be reinstated to his former classification at the current rate of pay at the time he returns from his leave of absence, provided he is mentally and physically capable of performing the duties of such classification.

I. Any employee of the Company covered by this Agreement who enters the armed services, under the Selective Service Program, or any other authority now or hereafter established by the Federal or State Government, shall automatically be given a leave of absence and shall accumulate full seniority rights.

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Article XI
VACATIONS

A. Each employee who has been in continuous and active service with the Company as hereinafter defined in Section E of this Article XI shall accumulate vacation credit in accordance with the following schedule:

Completed Yrs. of Continuous & Active Service	Number of Vacation Days
1-4	10
5	11
6	13
7-11	15
12	16
13	17
14	18
15	19
16-20	20
21	21
22	22
23	23
24	24
25	25
26	26
27-29	27
30-31	28
32 and over	30

B. 1. An employee may take his vacation any time during the calendar year in which such vacation credit is established provided he has completed six (6) months of active and continuous service.

2. The Company may, due to operating conditions, rearrange vacation schedules. In no event

Article XI

shall an employee be deprived of his vacation due to operating conditions.

3. An employee must use any vacation credit to which he is entitled during the calendar year in which such vacation credit is established except as provided in this Article XI.B.4.

4. Vacation Banking

An employee may annually elect to bank vacation subject to the terms of one of the following paragraphs, a., b., c., or d.

a. An employee who earns two (2) weeks or more vacation per year may defer from one (1) to five (5) days of his vacation and add it to his vacation in the next following year.

b. An employee who earns three (3) weeks or more vacation per year may defer from one (1) to ten (10) days of his vacation and add it to his vacation in the next following year.

c. An employee who earns four (4) weeks or more vacation per year may defer from one (1) to fifteen (15) days of his vacation and add it to his vacation in the next following year.

d. An employee who earns five (5) weeks or more vacation per year may defer from one (1) to twenty (20) days of his vacation and add it to his vacation in the next following year.

C. Leaves of absence shall not affect the adjusted in-service date for vacation purposes. Such absences shall, however, reduce on a pro rata basis the employee's vacation entitlement in the calendar year of the absence.

D. Vacation pay will be credited at the straight-time hourly rate of pay the employee is receiving in

his permanent job classification at the time he starts his vacation leave.

E. The expression "continuous and active service with the Company" when used in this Agreement as a condition for qualification for vacations with pay as provided in this Article XI or leaves of absence as provided in Article X of this Agreement, shall mean continuous employment by the Southern California Edison Company, or any predecessor thereof. In computing an employee's period of continuous and active service with the Company for purposes of determining leaves of absence rights, the time off during any leave of absence without pay shall be deducted from the total length of his employment with the Company or any of its predecessors. However, in computing an employee's period of continuous and active service for purposes of determining vacation rights, any previous period of regular employment with the Company shall be included *after a reemployment period of one (1) year. Time off as a result of an illness or injury during which the employee continues to receive Comprehensive Disability Plan benefits shall be considered as "continuous and active service with the Company."*

F. If an employee has been credited with a vacation and has not taken same prior to terminating his employment with the Company, whether by quitting, discharge, military leave, layoff or retirement, he shall receive such vacation pay in lieu of vacation *time off on the last day of employment with the Company.*

G. When one of such holidays is observed, as provided in Article IX, Section K, during the period of an employee's vacation, such day shall be considered as a holiday and paid for as such, and that day will not be counted as a vacation day.

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H. The time of taking a vacation shall be arranged by the Company after consulting with the employee as to his preference. The number of employees who will be permitted to take vacations simultaneously will be determined by the Company.

I. In the event an employee cannot take his vacation in the year it is scheduled because of illness, accident or jury duty, such vacation shall be taken within the first three (3) months of the employee's return to work. Such rescheduled vacation shall not exceed one (1) year's vacation entitlement.

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Article XII

WAGES

A. Attached hereto and marked Exhibit A is a list of the job classifications covered by this Agreement and the straight time monthly rate of pay which shall be effective for each job classification during the term of this Agreement, except as hereinafter provided in Article XVI.

Additional reference Appendix ii

B. 1. Each employee shall be assigned to his appropriate job classification and shall receive the rate of pay of that classification when performing the duties thereof, except that when an employee is temporarily assigned to work in a higher rated job classification, he shall receive at least the minimum rate of pay for that higher rated classification as set forth in Exhibit A for such higher rated classification if it is greater than his regular wage rate for all time worked at the upgraded rate.

2. If an employee is temporarily assigned to perform work of a lower rated job classification, his rate of pay shall not be changed. Such temporary assignments of work shall be made at the discretion of the Company. If an employee's job classification is changed, he will receive written notice of such change of status and the effective date thereof.

3. When an available and qualified employee is not assigned an upgrade to which he is entitled by the provisions of the Agreement, the employee will be reimbursed for the compensation loss he suffered as a result of not being assigned only if the upgrade was improperly assigned to another employee.

4. When a paid holiday occurs during a period of temporary assignment of an employee to a higher job classification, such employee shall be paid for

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such holiday at the rate applicable to the higher job classification. If such holiday occurs on the day immediately preceding the first day actually worked in the higher job classification or upon the day immediately following the last day actually worked in the higher job classification, such employee shall be paid for such holiday at the rate applicable to his permanent job classification at the time of his temporary assignment.

5. In accordance with the above, when a Meter Reader is temporarily assigned to work in the Field Service Representative II job classification, he shall receive the minimum rate of pay for the classification to which he is assigned or the rate for the next higher step in the classification if he is presently at or above the minimum rate for said higher classification.

6. When two or more Automotive Mechanics, Carpenters, Communication Technicians, District Polyphase Testmen, Electrical Apparatus Technicians, Maintenance Mechanics, Painters, or Rough Carpenters receiving the same rate of pay are working together on a job and one of such employees is assigned the responsibility of the job, he shall receive a differential of **\$1.32** per hour.

Leadman Pay

1-1-2003	\$1.32
1-1-2004	\$1.36
1-1-2005	\$1.40

7. When two or more Automotive Servicemen, Boiler & Condenser Mechanics, Electrical Repairmen, Electricians, General Heavy Equipment Operators, Linemen/Splicers, Machinists, Senior Cable Splicers, Substation Cable Splicers, Transmission Cable Splicers, or Welders (except CFF Welders) are assigned by the Foreman to work

together on a job which the Foreman has determined requires supervision which he cannot effectively provide, one of such employees shall be assigned the responsibility of the job and shall receive a differential of **\$1.32** per hour. Past practice with regard to upgrades to Foreman and Leadman will not be changed.

8. When an employee is assigned the responsibility for the material prefabrication activity in the Distribution Business Unit, he shall receive a rate of pay no less than that of a 5th Step Apprentice Lineman/Splicer.

9. When an employee is assigned the responsibility for the prefabrication activity in the Distribution Business Unit, and in connection therewith directs the work of two (2) or more employees he shall receive a rate of pay no less than that of a 6th Step Apprentice Lineman/Splicer. There shall be no upgrade when an employee is receiving total wages (from all sources) equal to or greater than that of a 6th Step Apprentice Lineman/Splicer.

10. When a temporary vacancy occurs in the classification of Field Service Representative I for more than one (1) day, the senior qualified available Field Service Representative II will be upgraded to Field Service Representative I.

11. When a temporary vacancy occurs in the classification of Meter Reader I for more than one (1) day, the senior qualified available Meter Reader II will be upgraded to Meter Reader I.

C. Upgrades to Foreman — General Policy

During the absence from the job of a Foreman due to days off, vacation, sickness, or similar reasons, the next ranking employee in the crew with the ability and qualifications shall be upgraded to such

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position and receive minimum pay therefor; except where relief for such Foreman is provided in the next ranking employee's rate.

1. Upgrade Assignments of One Day or Less (Distribution Business Unit or Transmission/ Substation)

When a Foreman in the Distribution Business Unit or Transmission/Substation Division is expected to be absent from the job one (1) day or less due to days off, vacation, sickness, or similar reasons, the senior available journeyman on the crew with the ability and qualifications shall be upgraded to such position. All upgrades will receive the minimum pay therefor in accordance with Section B of this Article XII except where relief for such Foreman is provided in the next ranking employee's rate.

2. Upgrades of More Than One (1) Day

a. (Patrol Crews, Light Insulator Washer Crews, Road and Right of Way Crews)

When a Foreman on a Patrol Crew or Light Insulator Washer Crew is expected to be absent from the Crew more than one (1) day, the senior available journeyman with the ability and qualifications shall be upgraded to such position. When a Supervisor on a Road and Right of Way Crew is absent, the Heavy Equipment Operator on the crew with the ability and qualifications shall be upgraded to such position.

b. For Crews Using the Shadow System

The shadow system uses a designated person (not necessarily the senior qualified person on the crew) to relieve a specific foreman by name when that foreman is expected to be absent for more than one (1) day.

1) Shadow Crews

Distribution Business Unit or Transmission/ Substation Division Crews, except those covered in a. above.

Included are: CFF Cable Crews, Electrical Crews, T/S Line Crews (Heavy Insulator Washer), Maintenance Crews (Heavy Insulator Washer), Light Construction Crews, and Underground Crews.

2) Shadow Procedure

The senior journeymen, Senior Patrolmen, or Electrical Crew Foremen with the ability and qualifications at the established base equal in number to the crews covered in this paragraph at such base will be assigned as a shadow for relief purposes on the basis of one such shadow to relieve each Foreman by name.

In the absence of such Foreman for more than one (1) day the designated shadow will receive the upgrade. Where said shadow is not available for more than one (1) day and an assigned Subforeman or unassigned Foreman is not available, the senior journeyman available with ability and qualifications will receive the upgrade.

3. Temporary Base Assignments

When any of the Crews referred to in Article XII.C.2. are working at a temporary base, the senior qualified journeyman on the Crew will be upgraded in the absence of the Foreman.

Additional reference Appendix i

D. 1. No employee who is compelled to do jury duty shall lose any pay for the regular work time which he is compelled to lose by reason of said jury duty. An employee assigned to a swing or graveyard shift who is required to report for jury duty for two (2) or more consecutive days will be rescheduled to a

Article XII

day shift for the duration of the jury assignment. An employee assigned to work other than a regular five (5) day work schedule (Monday-Friday) who is required to report for jury duty for two (2) or more consecutive days will be rescheduled to a regular five (5) day work schedule for the duration of the jury assignment, commencing on the Monday following the two (2) consecutive days of jury duty. Any employee on jury duty shall furnish the Company with a statement from the Jury Commissioner or other officers of the Court setting forth the days on which he reported for jury duty.

Should jury duty pay increase from the amount in effect on January 1, 1976, the employee would be paid Company base pay while on jury duty during regular working hours less fifty (50) percent of any such increase in jury pay.

2. In the event of a death in the immediate family of a regular employee, time off with pay as necessary may be allowed with the approval of supervision to make arrangements for and attend the funeral, but such paid time off shall not exceed three (3) working days. Immediate family for this purpose consists of spouse, child, step-child, grandchild, parent, step-parent, grandparent, brother, sister, step-brother, step-sister, mother-in-law, and father-in-law of an employee.

3. In the event of illness in the immediate family of a regular employee, time off with pay, as necessary, not to exceed two (2) working days, may be allowed with the approval of supervision. Immediate family is defined, and limited, to spouse, child, step-child, parent, step-parent, brother, sister, step-brother, step-sister, employee's grandparents (but not spouse's grandparents), mother-in-law, or father-in-law.

E. Upon request from employees on vacation or absent from duty because of injury or illness or on days off, the Company will mail pay checks on the regular pay days.

F. There shall be the same wage scale established for each classification irrespective of whether a given employee be a man or a woman, provided the quality and quantity of work is equal.

G. Pay days shall be bi-weekly on Fridays. If circumstances warrant a change, such change will be made upon agreement of the parties. If a holiday falls on pay day Friday, the following Monday may be pay day. For those employees who voluntarily elect to participate in the Automatic Payroll Deposit Program, it is understood that should there be a Company or bank holiday during the pay week, such employees' drafts will not be deposited to their accounts until the following work day; Saturdays, Sundays and holidays excepted.

H. All eight (8) hour work periods, regularly scheduled to begin at 11:00 a.m. or thereafter, but before 8:30 p.m., shall be designated as swing shift. All eight (8) hour work periods, regularly scheduled to begin at 8:30 p.m. or thereafter, but before 4:00 a.m., shall be designated as graveyard shift. A premium of **\$1.15** per hour shall be paid for work performed in the swing shift and a premium of **\$1.27** per hour shall be paid for work performed in the graveyard shift.

Swing Shift Differential

1-1-2003	\$1.15
1-1-2004	\$1.18
1-1-2005	\$1.22

Graveyard Shift Differential

1-1-2003	\$1.27
1-1-2004	\$1.31
1-1-2005	\$1.35

Article XII

The shift premium, if any, which is payable for an employee's regularly scheduled hours of work, shall be paid for any time worked by him immediately preceding or following his regular hours of work and continuing into or from such regular hours of work as an extension thereof.

When a shift premium is applicable to time worked at the overtime rate of pay, the overtime rate shall be applied to the applicable shift premium. Shift premium shall be payable only for hours actually worked and shall not be paid for non-work time, such as holidays, sick leave, vacations, etc., except:

1. *Employees that work on a fixed swing or graveyard shift shall be paid shift differential for their regularly scheduled work hours on holidays and vacations.*

Shift premium shall not be payable for time worked on a shift for which an overtime premium is paid under Article IX, Section J.

1. *A twenty-five (25) percent discount on the domestic electric bill for regular employees served from Edison lines will be allowed in accordance with the applicable tariff schedule filed with the California Public Utilities Commission.*

In addition, all regular employees whose established base is SONGS, Mohave Generating Station, Auberry, Eldorado or Magunden Substations, Big Creek or K. R. No. 1 Powerhouses and whose residence is not served from Edison lines will receive an amount equivalent to twenty-five (25) percent of their domestic electric bill. Eligibility for such payment will be determined on the same basis as provided for in the tariff schedule referred to above which would be applicable if the employee were served from Edison lines except for the references to territory.

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Article XIII

BULLETIN BOARDS

A. The Union may use one-half of the Company's regular bulletin boards, and the Company shall indicate thereon the portion of each bulletin board which shall be reserved for use by the Union. The Company will erect additional bulletin boards in any location where existing bulletin boards are inadequate. Official notices of Local Union and Unit meetings, and the results thereof, elections, and the results thereof, appointments and recreational and social activities of the Local Union and Units may be posted on such bulletin boards. Bulletin board notices of other similar matters may be posted on such boards upon receiving consent of the Company. There shall be no other distribution or posting by employees or Union representatives of notices, pamphlets, advertising or political matter or any other kind of literature upon any other Company property, except with the written consent of the Company, provided, however, that nothing herein shall be construed to prohibit Union solicitation on Company property by an employee outside of working hours.

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Article XIV

**BOARD, LODGING, TRANSPORTATION
AND TRAVEL TIME**

A. Except as provided in Section B of this Article XIV, each employee shall be assigned to an established working base. When a Distribution Business Unit, Procurement and Material Management Department, Communications and Computing Services Department, Transmission/ Substation, Hydro, Steam, System Operation, Construction Field Forces, Shop Services and Instrumentation Department, Transportation Services Department, or Real Properties Department-Property Services Division employee is assigned to a job away from his working base, he will be allowed traveling time to and from the job. With the approval of the Supervisor, an employee may elect to report directly to the job instead of to his established working base, in which event he will be allowed the equivalent of travel time between the working base and the job, and he must furnish his own transportation from his home to the job.

If an employee is requested to and does use his personally owned car in lieu of Company transportation for the purpose of transporting one or more employees from the established working base to the job and return, or to a temporary working base and return, he will be granted a mileage allowance in addition to his travel time.

If an employee has used his personally owned car to transport one or more employees to the temporary working base, and no Company transportation is provided at the temporary working base, the employee will be granted a mileage allowance for transporting one or more employees between the authorized place of lodging and the job and for any

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other authorized mileage incurred while on the temporary assignment.

For personally owned automobiles operated on a contractual agreement with the Company or by special approval, the employee would be reimbursed for Company mileage at the established IRS guideline rate. **For 2003 this rate is 36¢ a mile.**

B. Work Zones and Allowances

1. Work zone 1 will be measured by a 25-mile straight line radius, from the employee's established work base to an alternate work location. Employees covered by this provision may be required to report directly to the alternate work location in work zone 1 on their own time and transportation.

2. Work zone 2 will be measured by a straight line radius of more than 25 miles and up to and including 35 miles, from the employee's established work base to an alternate work location. Employees covered by this provision may be required to report directly to the alternate work location in zone 2 on their own time and transportation and will receive \$10.30 per day.

3. The alternate work location may be another established work base, the job site, or a staging area in close proximity to the actual job site within the work zone.

4. Employees covered by this section are those who are regularly required to perform work in the field or at multiple work locations or job sites.

5. When employees are called out, they may be instructed to report directly to the job site or reporting location. Their travel time will be paid by the Company.

6. Reporting to an alternate work location will be based on reasonable business needs with due consideration to minimizing the impact on employees. Hardships will be considered by supervision on a case-by-case basis.

7. It is not the Company's intention to require an employee to report to an alternate work location under this section when geographical limitations or conditions would impose an unreasonable burden.

8. The Company will provide as much notice to employees as is reasonably practicable in making assignments, but no later than the end of the work period preceding the assignment. Employees will be paid time and mileage for the first day of the assignment only if appropriate notice is not given.

9. Minimum Duration of Assignments

a. For Transportation Services Department (TSD), Shop Services and Instrumentation Department (SSID), Customer Services Business Line (CSBL), Communications and Computing Services Department (C & CS), the minimum assignment is one day.

b. For Electric Distribution Business Line (EDBL), Hydro Division, and Transmission/Substation Division (T/S), the minimum assignment is three days.

c. If the assignments are less than one or three days as outlined above, the employee will be compensated in accordance with the provisions of Article XIV, Sections A and/or C.

10. Maximum Duration of Assignments

Article XIV

a. Employees may not be assigned to an alternate bid location within their work unit for a period greater than six months.

b. Employees who are assigned to an alternate bid location as defined above, for a period greater than six months, will be compensated in accordance with the provisions of Article XIV, Sections A and/or C after the six-month period.

11. For employees in TSD, CSBL, SSID, and C & CS, the Company will request volunteers from those who are qualified and available before making assignments. The Company retains the right to make assignments.

12. For employees in EDBL, Hydro, and T/S, assignments will be made from those who are available and qualified.

Additional reference Appendix ii

C.1. Employees who are assigned to a temporary base at such distance from their established headquarters that it is impracticable for them to return thereto or to their regular place of residence shall be allowed reasonable personal expense for board and lodging for the duration of such assignment, provided they board and lodge at places designated by the Company. The time spent by such employees in traveling to such temporary job at its beginning and from it at its conclusion and any expense incurred therein shall be paid for by the Company.

2. The Company will provide single rooms for all employees who are entitled to Company lodging while on a temporary base assignment, except that the Company may provide double rooms: a) if a sufficient number of rooms are not available within a reasonable distance of the temporary base; b) on emergency jobs where employees are working

around the clock and are only using the room for sleeping; or c) when employees volunteer to go to a function where only double rooms are available.

3. Employees shall report directly to the job on their own time if the job is no greater than twenty-five (25) miles from the temporary base. Temporary base for this purpose is defined as the motel designated by the Company.

4. If on their non-work days (days off) any such employees remain at the temporary base, their expense for board and lodging on such days shall be paid by the Company, but if they go elsewhere for their personal convenience, the Company shall not reimburse them for any expense they incur thereby.

5. If any such employees elect to return to their homes during any days off period, such employees will be granted a flat allowance of **\$18.00** for their return home and **\$18.00** for their return from home to the job, this allowance not to exceed a total of **\$36.00** during any days-off period.

Days Off Return Home Allowance

1-1-2003	\$18.00 not to exceed \$36.00/day
1-1-2004	\$18.54 not to exceed \$37.08/day
1-1-2005	\$19.10 not to exceed \$38.20/day

6. In addition, the Company at its option, may: (1) allow them the equivalent of any saving it realizes on their board and lodging costs, or (2) reimburse them for the expense of round-trip transportation by public carrier, or (3) provide round-trip transportation by Company vehicle, or (4) reimburse them for round-trip mileage in accordance with the provisions of Article XIV, Section A. Any such travel time to and

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from their homes will not be considered as time worked. In the event that any such employees board and lodge at a Company boarding house, the allowance which may be made by reason of the saving in board and lodging cost will be based on the established charge to employees who regularly board and lodge at such boarding house.

7. If an employee is assigned to a temporary base where the Company furnishes board and lodging, the employees who elect to travel to and from their home in lieu of accepting board and lodging and who furnish their own transportation to and from their home will be given an expense allowance of **\$40.00** a day and such employee shall report to the job in accordance with the scheduled working hours for that job.

Daily in Lieu of Expense Allowance

1-1-2003	\$40.00/day
1-1-2004	\$41.20/day
1-1-2005	\$42.44/day

8. Employees who are assigned to a temporary base shall be eligible to be returned to their established headquarters as follows:

a. Where the temporary base is more than 200 miles from the established base, every third week-end during the term of the temporary assignment;

b. Where the temporary base is not more than 200 miles from the established base, every fourth week-end during the term of the temporary assignment.

The time spent by such employees in traveling to their established base and returning to the temporary base on such weekends shall be paid for by the Company. For the purposes of this paragraph the period of temporary assignment ends when such

employees are returned to their established base, overnight, for any reason.

9. An employee assigned to a temporary working base may elect to provide his own lodging in lieu of accepting lodging furnished by the Company. In such instances upon submission of a receipt for the lodging, he will be paid in the amount of **\$40.00** per night. Transportation will be provided only to and from the lodging designated by the Company.

In Lieu of Lodging Allowance

1-1-2003	\$40.00/night
1-1-2004	\$41.20/night
1-1-2005	\$42.44/night

10. In the event any employees assigned to a temporary base return home on their days-off period per Article XIV.C.5, they will be considered available for emergency call out while at their established base if the employees volunteer in writing one (1) day before their days-off period. Emergency call outs of employees who have volunteered to be available during their days-off period will not constitute a break in the temporary base assignment.

11. Employees who are assigned to a temporary base who plan to return home on their days-off period per Article XIV.C.5, will be considered available for planned overtime assignments while at their established base if the employees volunteer in writing by the end of the normal workday on the Monday preceding their days-off period. Working such planned overtime assignments during days-off periods will not constitute a break in the temporary base assignment.

Additional reference Appendix i and ii

D. Meal Periods

Article XIV

1. When employees are called from their homes to perform emergency work outside of regular work hours, they shall, if possible to do so, be given meals at intervals of approximately four (4) hours, provided, however, that in no event shall an employee be required to work more than five (5) consecutive hours without a meal, if one can be provided, such meals, and the time necessary therefor shall be at Company expense. When such emergency overtime continues into normal time hours and there are three (3) hours or more between the end of the last meal period and the start of the normal time hours, the employees shall be eligible for an additional meal on Company time and at Company expense. notwithstanding the other provisions of this Section.

If an employee is called out for emergency work one (1) hour or more before his scheduled work hours on a scheduled work day and continues to work into his regular scheduled work hours and does not have an opportunity to eat a meal or prepare a meal before reporting for work, the Company shall furnish him with such meals if they can be provided. The necessary time taken to eat a meal shall be provided by the Company; the usual practice relating to lunch time on work days shall prevail. The Company shall reimburse the employee for such meals only if the actual expense therefor has been incurred.

2. When employees are required to perform prearranged work on non-work days during regular work hours, they shall observe the lunch arrangement which prevails on their regular work days. When employees are required to perform prearranged work (not as a continuation of the regular work day) on either work or non-work days outside of regular work hours, they shall provide the first meal on the job at their own expense, and the time necessary therefor but not to exceed one-half (1/2) hour shall

be taken at Company's expense. Any subsequent meals shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal. Such subsequent meals and the time necessary therefor shall be at Company expense. When such prearranged over-time continues into normal time hours and there are three (3) hours or more between the end of the last meal period and the start of the normal time hours, the employees shall be eligible for an additional meal on Company time and at Company expense, notwithstanding the other provisions of this Section.

When employees are required to perform prearranged work two (2) hours or more before regular work hours on a regular work day or a non-work day and continue to work into their regular scheduled work hours, they shall, if possible, be provided with a meal at Company expense and the necessary time to eat it. The Company shall reimburse the employees for such meals only when the actual expense therefor has been incurred.

3. When an employee is required to work two (2) hours or more beyond regular work hours, he shall be given an opportunity to secure a meal and the time taken therefor shall be paid by the Company. The Company shall reimburse employees for such meals only when actual expense therefor has been incurred. If an employee does not accept a meal at Company expense, as provided herein, he shall nevertheless be allowed overtime for the time usually taken to eat a meal, not to exceed one-half (1/2) hour.

If any employee is called back to work less than one and one-half (1-1/2) hours after the end of his regular shift or an extension thereof which does not

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exceed two (2) hours, he shall be entitled to a meal on Company time and at Company expense unless he is released from his base not more than two (2) hours after normal quitting time.

4. When an employee is required to: a) perform prearranged work less than two (2) hours before regular work hours, and b) is required to work less than two (2) hours beyond regular work hours; and when a and b combined with the employee's regular hours result in the employee working eleven consecutive hours or more (normal lunch period excluded) without a Company provided meal, he will be entitled to a meal and the time to eat it at Company expense. For an employee who earns a meal under this provision, any subsequent meals shall be taken at intervals of approximately four (4) hours but in no event shall an employee be required to work more than five (5) consecutive hours without time off for a meal.

5. When employees become eligible for a meal at Company expense as referred to in Sections C and D of this Article XIV, they will be reimbursed for such meals, when purchased in a restaurant and eaten by them at a rate of **\$13.50 per meal**.

Daily Meal Allowance

1-1-2003	\$13.50
1-1-2004	\$13.91
1-1-2005	\$14.33

The phrase "purchased in a restaurant" is construed to include mobile catering trucks, but does not include unprepared food purchased in a market, restaurant or elsewhere. A meal purchased in a restaurant and eaten on the job will qualify for the meal allowance. The Company, at its option, may designate a restaurant where employees may eat and in such case the Company will pay for the reasonable cost of the meal.

Additional reference Appendix i

E. Established permanent base, as used herein, means that base assigned by the Company to which the employee normally reports for work. Temporary base, as used herein, is any base to which the employee is assigned by the Company for the purpose of engaging in work which will continue for a temporary period and may be established by the Company at its option at any location where suitable board and lodging can be obtained or provided.

F. When an employee is permanently transferred from one established headquarters to another the following procedure will be followed with regard to moving expenses:

1. In the event the aforementioned transfer results in a promotion as a result of the application of the seniority provisions of this Agreement, the employee will pay moving expense up to and including fifty dollars (\$50.00). Any such expense in excess of fifty dollars (\$50.00) will be paid by the Company.

2. The Company will furnish a truck and driver to move the employees within, but not between, each of the following locations when such move is necessary as a result of a promotion: (1) Kern Canyon; (2) Big Creek Project; (3) Kaweah River.

3. In the event the aforementioned transfer is at the request of the Company and does not result from the application of the seniority provisions of the Agreement, moving expense will be paid by the Company.

* Normal insurance in this case is to be interpreted as that insurance coverage required by the I.C.C. on interstate moves.

Article XIV

4. In the event the aforementioned transfer is at the request of the employee, the moving expense will be paid by the employee.

For the purpose of this Agreement, moving expense shall include reasonable charges for moving the employee and normal household goods as well as normal insurance coverage.* If in accordance with the provisions above any of the moving expense is to be paid by the Company, fully detailed receipted freight, express, or truck bill showing weight, rate, etc., of household goods moved shall be attached to the expense account. When the total moving expense exceeds fifty dollars (\$50.00), approval of the Division or Department Head must be obtained prior to contracting the expense.

The Company will pay the cost of any necessary wiring for electric range and water heater installations, and when necessary shall allow an employee expense of board and lodging while finding accommodations for his family or his personal possessions at the new location not to exceed fourteen (14) calendar days following the date of such transfer, except when the employee is transferred at his request.

Moves made that require the Company to pay all or part of the expense must be made within ninety (90) days after the transfer of the employee to the new locations. An extension of this time may be given upon written request addressed to his supervisor showing good and sufficient reason therefor.

Any special insurance purchased by the employee will not be covered by the Company.

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Article XV

**EMPLOYEE PENSION AND
WELFARE PLANS**

A. These plans include the retirement plan, stock savings plus plan, health care plans, dental and vision plans, reimbursement account plans, disability plans, Section 125 plan, and the life and accident insurance plans which are covered by a separate agreement between the parties; said agreement is complete and separate unto itself and is no way of this Agreement.

B. Following an absence due to an industrial or non-industrial accident or illness, employees who are temporarily unable to perform the duties of their classification will, if work is available which they are able to perform, be returned to work in the first instance in each case at their regular rate of pay. If at the end of three (3) weeks (fifteen (15) work days) the employee is still unable to perform the duties of his classification, other arrangements will be made in keeping with the employee's ability to perform and the availability of work.

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Article XVI
DURATION, TERMINATION AND
RENEWAL

A. This Agreement is effective as of the date of execution with the exception of special provisions of the Agreement setting forth dates for compliance. The term of this Agreement shall continue until the 31st day of December, **2005**, and for additional periods of one year thereafter, with the proviso that should either party desire to terminate this Agreement or to modify any portion of any of the terms hereof, it shall notify the other party in writing not less than sixty (60) days prior to the 31st day of December, **2005**, or the end of any subsequent yearly period, that the party giving such notice desires either to terminate the Agreement at the end of such yearly period or to negotiate such amendments or changes of the terms or provisions hereof as are specifically set forth in such notice. If notice of termination is given, this Agreement shall terminate on the 31st day of December, **2005**, or at the end of any subsequent yearly period as herein provided.

B. If a notice is given by either party of its desire to negotiate amendments or changes in any of the terms or provisions hereof, the party receiving such notice may, not later than fifty (50) days prior to the 31st day of December, **2005**, or the end of any subsequent yearly period, notify the other party in writing of its desire to terminate this Agreement or negotiate amendments or changes thereof as are specifically set forth in such notice.

C. Negotiations upon the proposed amendments or changes of the terms of this Agreement, as set forth in the notice of desire to amend, shall begin not later than forty (40) days prior to the expiration date

Article XVI

or expiration of any subsequent yearly period, and shall continue until agreement is reached; and during said negotiations this Agreement shall remain in full force and effect, except that during such negotiations, subsequent to the expiration date or the expiration of any subsequent yearly period either party on sixty (60) days' notice to the other, may terminate said Agreement. Any agreement reached as a result of such negotiation with respect to any wage change shall become effective as of the anniversary termination date of this Agreement, provided such retroactivity does not exceed sixty (60) days.

D. With regard to the payment of any retroactivity under Article XVI, Section C, any such retroactivity shall be paid on a check separate from the normal bi-weekly paycheck.

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Article XVII

NOTICES

Notices permitted or required to be served by one party upon the other under the provisions of this Agreement shall be sufficiently served for all purposes herein when mailed postage prepaid, registered mail, return receipt requested, to the Vice President of Human Resources/Labor Relations, Southern California Edison Company, P. O. Box 800 or 8631 Rush Street, Rosemead, California 91770, or his successor, for service upon the Company; and when similarly mailed to the Business Manager of Local Union No. 47, of International Brotherhood of Electrical Workers, A.F.L.-C.I.O., at 600 North Diamond Bar Blvd., Diamond Bar, California 91765, or his successor, for service upon the Union, and the date of receipt of such notice shall be the controlling date for the purposes hereunder. Each party shall promptly inform the other of any change in the addresses set forth in this Article.

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Article XVIII

ASSIGNABILITY

This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by the consolidation, merger, sale, transfer or assignment of either party hereto, or affected, modified, altered, or changed in any respect whatsoever by any change of any kind of the ownership or management of either party hereto, or by any change, geographical or otherwise, in the location or place of business of either party hereto.

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Article XIX

REFERENCES

The provisions of paragraphs 6, 7, and 10 of the Agreement between the Company and the Union, dated May 11, 1953, are incorporated herein by reference, and by such reference made a part hereof.

IN WITNESS WHEREOF, the parties hereto have
set their respective hands and seals.

SOUTHERN CALIFORNIA
EDISON COMPANY

By /s/ **Douglas M. Dedea**
 Manager, Labor Relations

LOCAL UNION NO. 47,
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

By /s/ **Patrick A. Lavin**
 Business Manager/Financial Secretary

Final Approval for the Union:

By /s/ **Ed Hill**
 International President

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**AGREEMENT
2003-2005 WAGES AND WORKING
CONDITIONS
BETWEEN THE SOUTHERN CALIFORNIA EDISON
COMPANY AND IBEW LOCAL 47**

In accordance with the negotiations between Southern California Edison and IBEW Local 47, the parties have reached agreement on the year 2004 through 2005 Wages and Working Conditions Agreement. Outlined below are the parameters of the Agreement.

- A general wage increase of 3.25%, effective January 1, 2003.**

A general wage increase of 3.50%, effective January 1, 2004.

A general wage increase of 3.50%, effective January 1, 2005.

- IBEW members will participate in the 2004 Results Sharing program (which will be paid in the year 2004), in the same program, at the same level as the non represented, non exempt employees within the individual employee's Business Unit. To reiterate from our discussion, the design of the 2004 Results Sharing program has yet to be determined, but will be communicated to the IBEW Leadership prior to it being announced to SCE employees. The IBEW members will also participate in 2004 and 2005 Results Sharing under the same parameters as describe above, provide the Company continues the use of such a program.**

- 1. Increase fixed meals to \$13.50**
- 2. Increase Swing Shift Differential to \$1.15/hr.
Increase Graveyard Shift Differential to \$1.27/hr.
Increase Leadman Pay to \$1.32/hr.**

3. Contract Provision:

XIV C5	\$18.00/\$36.00
XIV C7	\$40.00
XIV C9	\$40.00

Fixed Expense Appendix Letter of Agreement

65 Road Miles or Less	\$42.00
MORE THAN 65 miles	\$80.00

4. Article XIV B

Zone 1. Pay \$10.00/DAY FLAT ALLOWANCE

Zone 2. Pay \$20.00/DAY FLAT ALLOWANCE

Article XIV B will not be subject to the 3% improvement factor to be used in 2004 and 2005 for non wage economic items.

Signed on this 20th day of January 2003.

**By: Douglas M. DeDea
Manager, Labor Relations
Southern California Edison Company**

**By: Patrick A. Lavin
Business Manager/Financial Secretary
IBEW Local 47**

**EXHIBIT A — IBEW — LOCAL 47
CONSTRUCTION FIELD FORCES,
HYDRO, STEAM AND
TRANSMISSION/SUBSTATION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7010	Accountant, Division Administrative		
	1st 6 months.....T/S	\$4,712.93	\$27.190
	Thereafter.....Hydro	4,933.93	28.465
H 7013	Accountant, Division 1		
	1st 6 months.....T/S	\$4,379.61	\$25.267
	2nd 6 months .....Hydro	4,452.93	25.690
	Thereafter	4,530.93	26.140
G 7014	Accountant, Division 2		
	1st 6 months.....T/S	\$3,842.97	\$22.171
	2nd 6 months .....Hydro	3,979.91	22.961
	3rd 6 months.....	4,094.31	23.621
	Thereafter	4,238.52	24.453

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7015	†*Accountant, Division 3		
	1st 6 months.....T/S	\$2,691.00	\$15.525
	2nd 6 months .....Hydro	2,926.73	16.885
	3rd 6 months.....	3,250.00	18.750
	As qualified – promote.....	3,590.77	20.716
	<i>Promote to Division Accountant 2, transfer or terminate</i>		
K 8104	Accountant, Supervising Division Administrative		
	1st 6 months.....Hydro	\$5,122.52	\$29.553
	Thereafter	5,241.77	30.241
H 7069	Assistant, Laboratory		
	1st 6 months .....Steam	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	3rd 6 months.....	3,942.81	22.747
	4th 6 months.....	4,083.56	23.559
	5th 6 months.....	4,243.72	24.483
	Thereafter	4,412.55	25.457
F 8020	†*Assistant, Operating		
	1st 6 months .....Steam	\$3,205.63	\$18.494
	2nd 6 months.....	3,590.77	20.716
	Thereafter	3,942.81	22.747
I 8030	Attendant, Hydro		
	.....Hydro	\$4,493.84	\$25.926
H 8040	Attendant, Hydro – Kaweah/Tule		
	.....Hydro	\$4,493.84	\$25.926

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9015	Attendant, Tool Room		
	1st 6 months.....Hydro	\$3,590.77	\$20.716
	2nd 6 months.....	3,855.97	22.246
	Thereafter	4,013.19	23.153
J 9108	Apprentice, Structural Mechanic		
	1st 6 months.....CFF	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	Thereafter	4,678.79	26.993
J 9150	Carpenter		
	.....Hydro	\$4,678.79	\$26.993
J 9155	Carpenter		
	1st 6 months.....T/S	\$4,327.44	\$24.966
	2nd 6 months.....	4,493.84	25.926
	Thereafter	4,678.79	26.993
H 9200	Carpenter, Rough		
	.....Hydro	\$4,243.72	\$24.483
E 7160	†*Clerk, Correspondence		
	1st 3 months	\$2,926.73	\$16.885
	2nd 3 months.....	3,084.29	17.794
	3rd 6 months.....	3,250.00	18.750
	4th 6 months.....	3,416.75	19.712
	5th 6 months.....	3,590.77	20.716
	Thereafter	3,761.33	21.700

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$4,363.84	\$25.176
	2nd 6 months.....	4,469.05	25.783
	3rd 6 months.....	4,615.52	26.628
	Thereafter	4,717.09	27.214
	<i>†On bid from Communication Construction Clerk</i>		
E 7145	†*Clerk, Division Correspondence		
	1st 6 months.....T/S	\$2,691.00	\$15.525
	2nd 6 months.....CFF	2,926.73	16.885
	3rd 6 months.....	3,164.20	18.255
	4th 6 months.....	3,416.75	19.712
	5th 6 months.....	3,590.77	20.716
	Thereafter	3,761.33	21.700
F 7166	†*Clerk, Division Office		
	1st 6 months.....T/S	\$2,926.73	\$16.885
	2nd 6 months.....	3,164.20	18.255
	3rd 6 months.....	3,416.75	19.712
	4th 6 months.....	3,590.77	20.716
	5th 6 months.....	3,761.33	21.700
	6th 6 months.....	3,979.91	22.961
	Thereafter	4,171.44	24.066
F 7241	†*Clerk, Field Office		
	1st 6 months.....Hydro	\$3,084.29	\$17.794
	As qualified .....Steam	3,345.68	19.302
	As qualified	3,590.77	20.716
	As qualified – promote.....	3,851.12	22.218
	<i>Promote to Records Clerk, transfer or terminate</i>		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....Hydro	\$2,598.27	\$14.990
	2nd 3 months.....	2,794.31	16.121
	3rd 3 months.....	2,997.97	17.296
	4th 3 months.....	3,194.71	18.431
	5th 6 months.....	3,389.53	19.555
	Promote, transfer or terminate	3,590.77	20.716
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....Hydro	\$2,464.45	\$14.218
	2nd 3 months.....	2,637.27	15.215
	3rd 3 months.....	2,833.31	16.346
	4th 3 months.....	3,028.65	17.473
	5th 3 months.....	3,225.04	18.606
	Promote, transfer or terminate	3,416.75	19.712
H 7268	Clerk, Records		
	1st 6 months.....Hydro	\$4,070.73	\$23.485
	As qualified .....Steam	4,167.63	24.044
	As qualified — promote.....	4,263.83	24.599
	<i>Promote to Division Accounting Clerk, transfer, terminate or hold</i>		
F 7231	†*Clerk, Report		
	1st 6 months.....Hydro	\$3,084.29	\$17.794
	As qualified .....Steam	3,250.00	18.750
	As qualified .....Steam	3,416.75	19.712
	As qualified .....Steam	3,590.77	20.716
	As qualified .....Steam	3,761.33	21.700
	Thereafter.....	3,979.91	22.961

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 7295	Clerk, Supervising Division		
	.....Steam	\$5,122.52	\$29.553
	.....Hydro		
	All other divisions: upgrade only		
L 7260	Clerk, Supervising Station		
	1st 6 months .....Steam	\$5,122.52	\$29.553
	Thereafter	5,241.77	30.241
A 7247	†*Clerk, Trainee		
	1st 3 months.....Hydro	\$2,199.43	\$12.689
	2nd 3 months.....	2,381.25	13.738
	3rd 3 months.....	2,556.49	14.749
	4th 3 months.....	2,734.85	15.778
	5th 3 months.....	2,906.63	16.769
	Promote, transfer or terminate	3,084.29	17.794
D 7274	†*Clerk, Typist		
	1st 6 months.....Hydro	\$2,805.92	\$16.188
	2nd 6 months.....	3,195.57	18.436
	Thereafter	3,590.77	20.716
D 7292	†*Clerk, Typist Division		
	1st 6 months.....T/S	\$2,442.79	\$14.093
	2nd 6 months .....CFF	2,691.00	15.525
	3rd 6 months.....	2,926.73	16.885
	4th 6 months.....	3,164.20	18.255
	5th 6 months.....	3,416.75	19.712
	Thereafter	3,590.77	20.716

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 8150	†*Cook		
	1st 6 months.....Hydro	\$3,139.24	\$18.111
	Thereafter	3,720.08	21.462
H 9310	Driver, Heavy Duty		
	.....Hydro	\$4,243.72	\$24.483
	T/S		
G 9320	Driver, Light Duty		
	1st 6 months.....Hydro	\$3,942.81	\$22.747
	Thereafter.....T/S	4,083.56	23.559
L 9340	Electrician		
	.....Hydro	\$5,279.91	\$30.461
	.....Steam		
	.....T/S		
K 9350	Electrician, Apprentice		
	1st 6 months.....Hydro	\$3,942.81	\$22.747
	2nd 6 months.....Steam	4,083.56	23.559
	3rd 6 months.....T/S	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	Promote to job code L9340....	4,758.69	27.454
K 9360	Electrician, Apprentice Battery		
	1st 6 months.....T/S	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	Promote to job code L9390....	4,758.69	27.454

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9370	Electrician, Apprentice Construction		
	1st 6 months.....CFF	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	Promote to job code L9400....	4,758.69	27.454
9351	Electrician, Apprentice Substation		
	1st 6 months	T/S \$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	5th 6 months	4,820.57	27.811
	Thereafter.....	4,989.40	28.785
L 9390	Electrician, Battery		
	.....T/S	\$5,193.41	\$29.962
L 9400	Electrician, Construction		
	.....CFF	\$5,279.91	\$30.461
L 9344	Electrician, Substation		
	.....T/S	\$5,536.09	\$31.939
P 9475	Foreman, Cable		
	.....CFF	\$5,981.91	\$34.511
N 9484	Foreman, Hydro Maintenance		
	.....Hydro	\$5,625.36	\$32.454
N 9491	Foreman, Hydro Maintenance – Civil		
	.....Hydro	\$5,812.39	\$33.533

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9485	Foreman, Hydro Maintenance – Electrical.....Hydro	\$5,812.39	\$33.533
N 9498	Foreman, Hydro Maintenance – Mechanical.....Hydro	\$5,812.39	\$33.533
N 9490	Foreman, Light Insulator Washer.....T/S (Upgrade only) ¹ ¹ Upgrade to Senior Patrolman in Non-Division based locations except Eastern	\$5,625.36	\$32.454
N 9658	Working Foreman – CFF – Structural Mechanic	\$5,646.85	\$32.578
N 9341	Working Foreman – CFF – Construction Electrician	\$6,096.31	\$35.171
E 9525	†*Groundman 1st 6 months.....T/S 2nd 6 months..... 3rd 6 months..... Thereafter	\$3,082.21 3,324.71 3,590.77 3,855.97	\$17.782 19.181 20.716 22.246
D 9512	†*Handler, Assistant Material 1st 6 months.....CFF 2nd 6 months..... Promote to job code indicated <i>Promote to Material Handler, transfer or terminate</i>	\$2,830.88 3,274.79 3,720.08	\$16.332 18.893 21.462

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9518	†Handler, Assistant Material		
	1st 6 months .....Steam	\$3,590.77	\$20.716
	2nd 6 months .....T/S	3,676.57	21.211
	3rd 6 months.....	3,761.33	21.700
	4th 6 months.....	3,851.12	22.218
	Promote to job code indicated	3,979.91	22.961
	<i>Promote to Material Handler, transfer or terminate</i>		
G 9519	Handler, Material		
	1st 6 months.....CFF	\$3,761.33	\$21.700
	2nd 6 months.....	3,842.97	22.171
	3rd 6 months.....	3,979.91	22.961
	4th 6 months.....	4,094.31	23.621
	Thereafter	4,167.63	24.044
G 9520	Handler, Material		
	.....Steam	\$4,167.63	\$24.044
	T/S		
I 9522	Handler, Senior Material		
	1st 6 months .....Steam	\$4,363.84	\$25.176
	Thereafter	4,469.05	25.783
E 9540	†Helper, Construction		
	1st 6 months.....Hydro	\$3,654.04	\$21.081
	2nd 6 months .....CFF	3,787.68	21.852
	Thereafter	3,855.97	22.246
E 8550	†Helper, Cook		
	Per day rate.....Hydro	\$3,214.99	\$18.548

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9542	†Helper, Electrical		
	1st 6 months.....Hydro	\$3,654.04	\$21.081
	2nd 6 months .....Steam	3,787.68	21.852
	Thereafter.....T/S	3,855.97	22.246
E 9544	†Helper, Electrical Construction		
	1st 6 months.....CFF	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
E 9551	†Helper, Maintenance		
	1st 6 months.....Hydro	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
E 9554	†*Helper, Maintenance – Steam		
	1st 6 months .....Steam	\$3,082.21	\$17.782
	2nd 6 months.....	3,324.71	19.181
	3rd 6 months.....	3,590.77	20.716
	Thereafter	3,855.97	22.246
E 9573	†Helper, Mechanical Construction		
	1st 6 months.....CFF	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
B 8555	†*Housekeeper		
	1st 6 months.....Hydro	\$2,308.97	\$13.321
	2nd 6 months.....	2,595.49	14.974
	Thereafter	2,881.49	16.624

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8558	Hydrographer – Field		
	1st 6 months.....Hydro	\$4,734.60	\$27.315
	2nd 6 months.....	4,857.67	28.025
	3rd 6 months.....	4,981.25	28.738
	Thereafter	5,193.41	29.962
J 8559	Hydrographer – Field		
	.....Hydro	\$5,812.39	\$33.533
	Working Foreman.....	5,908.41	34.087
C 9596	†*Laborer		
	1st 6 months.....All Divns	\$2,830.88	\$16.332
	2nd 6 months.....	3,205.63	18.494
	Thereafter	3,590.77	20.716
M 9601	Lineman		
	1st 6 months.....T/S	\$5,710.47	\$32.945
	Thereafter	5,899.75	34.037
M 9611	Lineman (Rubber Gloving Trained)		
	1st 6 months	\$5,885.36	\$33.954
	Thereafter	6,080.36	35.079
K 9605	Lineman, Apprentice		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,830.28	27.867
	Thereafter	4,999.63	28.844
J 9606	Lineman, Utility		
	.....	\$4,830.28	\$27.867

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months .....Steam	\$3,942.81	\$22.747
	2nd 6 months .....T/S	4,083.56	23.559
	3rd 6 months .....CFF	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
L 9622	Machinist, Maintenance		
	.....Hydro	\$5,279.91	\$30.461
	.....Steam		
	.....CFF		
	.....T/S		
I 9630	Mechanic, Apprentice Maintenance		
	1st 6 months.....Hydro	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	Promote to job code indicated	4,412.55	25.457
L 9638	Mechanic, Boiler & Condenser		
	1st 6 months .....Steam	\$3,942.81	\$22.747
	2nd 6 months.....	4,139.89	23.884
	3rd 6 months.....	4,336.28	25.017
	4th 6 months.....	4,535.44	26.166
	5th 6 months.....	4,731.65	27.298
	6th 6 months ¹	4,928.21	28.432
	Thereafter	5,279.91	30.461

¹Hold point for certain employees not qualifying in welding

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9640	Mechanic, Building		
	.....Hydro	\$4,758.69	\$27.454
J 9646	Mechanic, Maintenance		
	.....Hydro	\$4,597.67	\$26.525
K 9655	Mechanic, Structural		
	.....CFF	\$5,133.27	\$29.615
F 8684	*Operator, Apprentice ¹		
	1st 6 months.....Hydro	\$3,082.21	\$17.782
	2nd 6 months.....	3,324.71	19.181
	3rd 6 months.....	3,590.77	20.716
	4th 6 months.....	3,842.63	22.169
	Thereafter	4,085.47	23.570
	¹ Closed classification:for reference only – not to be assigned, to be canceled when title vacated		
F 8667	Operator, Apprentice		
	1st 4 months.....Hydro	\$3,590.77	\$20.716
	2nd 4 months.....	3,842.63	22.169
	Thereafter	4,085.47	23.570
K 8775	Operator, Apprentice System		
	1st 6 months.....	\$3,968.47	\$22.895
	2nd 6 months.....	4,762.16	27.474
	3rd 6 months.....	5,002.23	28.859
	4th 6 months.....	5,484.27	31.640
	5th 6 months.....	5,732.48	33.072
	6th 6 months.....	5,966.48	34.422
	ASO's must successfully complete all requirements in each step of the ASO program.		
	Promote, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 8668	Operator, Assistant Control		
	Hold rate	\$5,279.91	\$30.461
	Thereafter	5,364.84	30.951
I 8692	Operator, Assistant 2nd Engine		
	1st 6 months.....T/S	\$4,083.56	\$23.559
	2nd 6 months.....	4,243.72	24.483
	Thereafter	4,412.55	25.457
J 8694	Operator, Base Plant – KR1		
	.....Hydro	\$4,493.84	\$25.926
J 8697	Operator, Base Plant – KR3		
	.....Hydro	\$4,678.79	\$26.993
M 8675	Operator, Chief Base Plant (Kaweah)		
	.....Hydro	\$5,364.84	\$30.951
N 8699	Operator, Chief Engine		
	.....T/S	\$5,536.09	\$31.939
N 8785	Operator, Chief Hydro Station		
	.....Hydro	\$5,812.39	\$33.533
M 8702	Operator, Chief Substation		
	.....T/S	\$5,279.91	\$30.461
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹.....T/S	\$5,279.91	\$30.461
	2nd 6 months ².....CFF	5,364.84	30.951
	Thereafter	5,454.97	31.471
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9702	Operator, Construction Equipment 2		
	1st 6 months.....T/S	\$4,928.21	\$28.432
	2nd 6 months .....CFF	5,059.60	29.190
	Thereafter	5,193.41	29.962
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....T/S	\$4,597.67	\$26.525
	2nd 6 months .....Hydro	4,678.79	26.993
	Thereafter.....CFF	4,758.69	27.454
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....CFF	\$4,412.55	\$25.457
	Thereafter	4,493.84	25.926
H 9705	Operator, Construction Equipment 5		
	1st 6 months.....CFF	\$4,243.72	\$24.483
	Thereafter	4,327.44	24.966
P 8725	Operator, Control		
	1st 6 months .....Steam	\$5,711.85	\$32.953
	Thereafter	5,881.37	33.931
I 9710	Operator, Crane ¹		
	.....Steam	\$4,412.55	\$25.457
	¹ Upgrade classification only		
K 8705	Operator, Distribution System		
	.....T/S	\$4,912.79	\$28.343
M 8718	Operator, Engine		
	.....T/S	\$5,364.84	\$30.951

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9721	Operator, General Heavy Equipment		
	1st 6 months.....Hydro	\$4,597.67	\$26.525
	2nd 6 months.(Northern only)	4,758.69	27.454
	Thereafter	5,193.41	29.962
J 8741	Operator, Hydro		
	.....	\$4,723.16	\$27.249
N 8756	Operator, Hydro Station I		
	.....Hydro	\$5,711.85	\$32.953
M 8711	Operator, Hydro Station II		
	.....Hydro	\$5,454.97	\$31.471
L 8706	Operator, Hydro Station III		
	.....Hydro	\$5,279.91	\$30.461
N 8665	Operator, Hydro Station-Control Station I		
	.....Hydro	\$5,989.71	\$34.556
H 9727	Operator, Light Road & Construction Equipment		
	.....Hydro	\$4,327.44	\$24.966
	T/S		
K 8738	Operator, Plant Equipment		
	1st 6 months .....Steam	\$4,083.56	\$23.559
	2nd 6 months.....	4,243.72	24.483
	3rd 6 months.....	4,412.55	25.457
	4th 6 months.....	4,597.67	26.525
	Thereafter	4,912.79	28.343
J 8750	Operator, Relief Base Plant		
	.....Hydro	\$4,678.79	\$26.993

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8758	Operator, 2nd Engine.....T/S	\$4,597.67	\$26.525
J 8763	Operator, Substation 1st 6 months.....T/S 2nd 6 months..... 3rd 6 months..... Thereafter	\$4,083.56 4,243.72 4,412.55 4,597.67	\$23.559 24.483 25.457 26.525
L 8765	Operator, Subtransmission System.....T/S	\$5,454.97	\$31.471
O 9757	Operator, Supervising Construction Equipment 1st 6 months.....CFF Thereafter	\$5,822.44 5,906.85	\$33.591 34.078
F 8771	†Operator, Trainee 1st 6 months..... Promote to job code indicated <i>May bid Substation Operator position after 3 months</i>	\$3,787.68 3,942.81	\$21.852 22.747
N 8776	Operator, Transmission System.....T/S	\$6,207.76	\$35.814
I 8561	Operator, Water Systems 1st 6 months.....Hydro 2nd 6 months ¹ Thereafter ²	\$4,553.12 4,696.99 4,840.68	\$26.268 27.098 27.927
	¹ Hold 1 Licences/Certificates		
	² Hold 2 Licences/Certificates		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months.....Hydro	\$4,083.56	\$23.559
	2nd 6 months .....T/S	4,243.72	24.483
	3rd 6 months.....Steam	4,412.55	25.457
	Thereafter.....CFF	4,597.67	26.525
O 9796	Patrolman, Senior		
	.....T/S	\$6,277.27	\$36.215
	Rubber Glove Certification – 1	6,465.68	37.302
O 9797	Patrolman, Senior		
	.....	\$5,800.95	\$33.467
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
M 9834	Repairman, Instrument		
	1st 6 months .....Steam	\$5,193.41	\$29.962
	Thereafter	5,364.84	30.951
I 9847	Specialist, Material		
	1st 6 months.....CFF	\$4,070.73	\$23.485
	2nd 6 months.....	4,167.63	24.044
	3rd 6 months.....	4,263.83	24.599
	4th 6 months.....	4,363.84	25.176
	Thereafter	4,469.05	25.783

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9862	Splicer, Apprentice Cable ¹		
	1st 6 months.....CFF	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	6th 6 months.....	4,758.69	27.454
	Promote to job code indicated	5,193.41	29.962
	¹ Entering level job		
L 9861	Splicer, Apprentice Construction Cable		
	1st 6 months ¹.....CFF	\$3,942.81	\$22.747
	2nd 6 months ²	4,083.56	23.559
	3rd 6 months ³	4,243.72	24.483
	4th 6 months ⁴	4,412.55	25.457
	5th 6 months ⁵	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
	¹ From 1st and 2nd-Step Appr Cnsn Electn		
	² From 3rd-Step Appr Cnsn Electn		
	³ From 4th-Step Appr Cnsn Electn		
	⁴ From 5th-Step Appr Cnsn Electn		
	⁵ From 6th-Step Appr Cnsn Electn		
	⁶ From Cnsn Electn, 12 months in 6th-Step required		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9863	Splicer, Apprentice Substation Cable		
	1st 6 months ¹ .....T/S	\$3,942.81	\$22.747
	2nd 6 months ²	4,083.56	23.559
	3rd 6 months ³	4,243.72	24.483
	4th 6 months ⁴	4,412.55	25.457
	5th 6 months ⁵	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Electrician		
	² From 3rd-Step Apprentice Electrician		
	³ From 4th-Step Apprentice Electrician		
	⁴ From 5th-Step Apprentice Electrician		
	⁵ From 6th-Step Apprentice Electrician		
	⁶ From Electrician, 12 months in		
	6th-Step required at	\$4,758.69	\$27.454
L 9865	Splicer, Apprentice Transmission Cable		
	1st 6 months ¹ .....T/S	\$3,942.81	\$22.747
	2nd 6 months ²	4,083.56	23.559
	3rd 6 months ³	4,243.72	24.483
	4th 6 months ⁴	4,412.55	25.457
	5th 6 months ⁵	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Lineman-Splicer, Groundman		
	² From 3rd-Step Apprentice Lineman-Splicer		
	³ From 4th-Step Apprentice Lineman-Splicer		
	⁴ From 5th-Step Apprentice Lineman-Splicer		
	⁵ From 6th-Step Apprentice Lineman-Splicer		
	⁶ From 1st-Step Lineman-Splicer		
	at.....	\$4,758.69	\$27.454

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9866	Splicer, Cable.....CFF	\$5,454.97	\$31.471
M 9867	Splicer, Construction Cable 1st 6 months.....CFF	\$5,277.48	\$30.447
	2nd 6 months.....	5,454.97	31.471
	Thereafter	5,542.16	31.974
M 9871	Splicer, Substation Cable 1st 6 months.....T/S	\$5,277.48	\$30.447
	2nd 6 months.....	5,454.97	31.471
	Thereafter	5,542.16	31.974
M 9877	Splicer, Transmission Cable 1st 6 months ¹.....T/S	\$5,193.41	\$29.962
	2nd 6 months.....	5,364.84	30.951
	3rd 6 months.....	5,454.97	31.471
	Thereafter	5,542.16	31.974
	¹ 1st 12 months on bid from Top-Step Lineman-Splicer		
K 9882	Subforeman, Camp.....Hydro	\$4,758.69	\$27.454
L 9890	Subforeman, Flumes & Structures – BP.....Hydro	\$5,193.41	\$29.962
O 9902	Subforeman, Mechanical Substation.....T/S	\$5,711.85	\$32.953
N 9918	Supervisor, Road & Right of Way.....T/S	\$5,906.68	\$34.077

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9914	Technician, Chemical		
	1st 6 months .....Steam	\$4,758.69	\$27.454
	Thereafter	5,279.91	30.461
N 9915	Technician, Instrument		
	.....Steam	\$5,536.09	\$31.939
	(Cool Water Only)		
P 9958	Technician, Supervising Control System		
	1st 6 months .....Steam	\$6,008.95	\$34.667
	Thereafter	6,361.85	36.703
N 9827	Technician, Test		
	1st 6 months.....T/S	\$4,532.84	\$26.151
	2nd 6 months.....	4,717.96	27.219
	3rd 6 months.....	4,879.16	28.149
	4th 6 months.....	5,313.88	30.657
	5th 6 months.....	5,485.13	31.645
	6th 6 months.....	5,656.56	32.634
N 9932	Technician, Test		
	1st 6 months.....Hydro	\$4,412.55	\$25.457
	2nd 6 months .....Steam	4,597.67	26.525
	3rd 6 months .....CFF	4,758.69	27.454
	4th 6 months.....	5,193.41	29.962
	5th 6 months.....	5,364.84	30.951
	Thereafter	5,536.09	31.939
	<i>Hold until vacant, then promote by working unit seniority to Test Technician A</i>		
P 9826	Technician, Test A		
	.....	\$6,001.84	34.626

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
P 9936	Technician, Test A		
	1st 6 months.....Hydro	\$5,711.85	\$32.953
	Thereafter .....Steam	5,881.37	33.931
	CFF		
Q 9825	Technician, Test Supervising		
	.....	\$6,344.17	\$36.601
G 8950	Tender, Reservoir Headworks		
	.....Hydro	\$4,165.55	\$24.032
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,330.12	\$13.443
	2nd 3 months.....	2,492.36	14.379
	3rd 3 months.....	2,691.00	15.525
	4th 6 months.....	2,881.49	16.624
	5th 6 months.....	3,066.96	17.694
	Promote, transfer or terminate	3,250.00	18.750
C 9964	†*Utilityman		
	1st 6 months .....Steam	\$2,830.88	\$16.332
	2nd 6 months .....Hydro	3,205.63	18.494
	Thereafter	3,590.77	20.716
C 9971	†*Utilityman – T/S		
	Promote, transfer or terminate	\$2,830.88	\$16.332
E 9975	†Utilityman, Territorial		
	1st 6 months.....T/S	\$3,205.63	\$18.494
	2nd 6 months .....Hydro	3,590.77	20.716
	Thereafter	3,787.68	21.852

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9985	Welder, Apprentice		
	1st 6 months.....Hydro	\$3,942.81	\$22.747
	2nd 6 months .....T/S	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	As qualified – promote.....	4,758.69	27.454
K 9982	Welder, Apprentice Construction		
	1st 6 months.....CFF	\$3,942.81	\$22.747
	2nd 6 months.....	4,083.56	23.559
	3rd 6 months.....	4,243.72	24.483
	4th 6 months.....	4,412.55	25.457
	5th 6 months.....	4,597.67	26.525
	As qualified – promote.....	4,758.69	27.454
	<i>Promote to Construction or Layout Welder</i>		
L 9991	Welder, Certified		
	.....Hydro	\$5,279.91	\$30.461
L 9993	Welder, Construction		
	.....CFF	\$5,279.91	\$30.461
L 9986	Welder, Layout		
	.....Hydro	\$5,193.41	\$29.962
	T/S		
	CFF		
L 9989	Welder – Steam (IBEW)		
	.....Steam	\$5,279.91	\$30.461
K 9988	Worker, Sheet Metal		
	.....Hydro	\$4,758.69	\$27.454

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
CORPORATE REAL ESTATE
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9060	†*Attendant, Building Facilities		
	1st 6 months	\$2,777.15	\$16.022
	2nd 6 months	3,150.51	18.176
	Thereafter	3,524.39	20.333
K 9130	Cabinetmaker – Installer		
	.....	\$4,792.15	\$27.647
J 9160	Carpenter, Building Maintenance		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	Thereafter	4,678.79	26.993
L 9394	Electrician, Building Maintenance		
	1st 6 months	\$4,083.56	\$23.559
	2nd 6 months	4,243.72	24.483
	3rd 6 months	4,412.55	25.457
	4th 6 months	4,597.67	26.525
	5th 6 months	4,837.21	27.907
	Thereafter	5,193.41	29.962

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9470	Finisher, Wood		
	.....	\$4,678.79	\$26.993
E 9462	†Foreman, Assistant Janitor		
	.....	\$3,787.68	\$21.852
L 9463	Foreman, Building Carpenter		
	1st 6 months	\$5,016.27	\$28.940
	Thereafter	5,193.41	29.962
L 9467	Foreman, Building Mechanical		
	1st 6 months	\$5,016.27	\$28.940
	Thereafter	5,193.41	29.962
L 9469	Foreman, Building Painter		
	1st 6 months	\$4,928.21	\$28.432
	Thereafter	5,102.93	29.440
N 9486	Foreman, Electrical Maintenance		
	1st 6 months	\$5,536.09	\$31.939
	Thereafter	5,711.85	32.953
G 9493	Foreman, Porter		
	1st 6 months	\$3,855.97	\$22.246
	2nd 6 months	3,942.81	22.747
	Thereafter	4,083.56	23.559
E 9532	†Helper, Building Carpenter		
	1st 6 months	\$3,654.04	\$21.081
	2nd 6 months	3,787.68	21.852
	Thereafter	3,855.97	22.246

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9533	†Helper, Building Electrical		
	1st 6 months	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
E 9535	†Helper, Building Maintenance		
	1st 6 months	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
E 9537	†Helper, Building Painter		
	1st 6 months	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	Thereafter	3,855.97	22.246
D 9625	†Maintenanceman, Building		
	.....	\$3,654.04	\$21.081
J 9637	Mechanic, Building Maintenance		
	1st 6 months	\$4,083.56	\$23.559
	2nd 6 months.....	4,243.72	24.483
	3rd 6 months.....	4,412.55	25.457
	Thereafter	4,678.79	26.993
J 9646	Mechanic, Maintenance		
	.....	\$4,597.67	\$26.525
	(Memo) Classification authorized in Procurement & MM – Administered and paid on Real Properties P/Rs #255 & #259. Reference: 04-19-82 Contract Negotiations, Resolution 9		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9784	Painter, Building		
	1st 6 months	\$4,083.56	\$23.559
	2nd 6 months.....	4,243.72	24.483
	3rd 6 months.....	4,412.55	25.457
	Thereafter	4,597.67	26.525
J 9802	††Plasterer		
	.....	\$4,678.79	\$26.993
C 9809	†Porter		
	.....	\$3,524.39	\$20.333
D 9801	†Porter, Special-Service		
	.....	\$3,654.04	\$21.081
E 9904	†Subforeman, Porter		
	.....	\$3,720.08	\$21.462
M 9921	Technician, Building Electrical		
	1st 6 months	\$4,678.79	\$26.993
	2nd 6 months.....	4,837.21	27.907
	3rd 6 months.....	5,016.27	28.940
	4th 6 months.....	5,193.41	29.962
	Thereafter	5,364.84	30.951
K 9988	††Worker, Sheet Metal		
	.....	\$4,758.69	\$27.454

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
CUSTOMER SERVICE
OPERATIONS DIVISION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
9454	*Clerk, Meter Support		
	1st 6 months	\$2,923.79	\$16.868
	Thereafter	3,682.29	21.244
9448	Specialist, Meter Support		
	1st 6 months	\$3,772.60	\$21.765
	Thereafter	4,263.82	24.599
9455	Specialist, Supervising Meter Support		
	1st 6 months	\$4,379.61	\$25.267
	Thereafter	4,717.09	27.214
9450	*Technician, Meter 1/1A		
	1st 6 months	\$2,683.20	\$15.480
	Promote, transfer or terminate	2,923.79	16.868
9452	Technician, Meter 2/2A		
	1st 6 months	\$3,403.05	\$19.633
	Promote, transfer or terminate	3,787.51	21.851

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Customer Service Operations

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
9453	Technician, Meter 3		
	1st 6 months	\$3,942.81	\$22.747
	Thereafter	4,083.56	23.559
9445	Technician, Meter 4		
	1st 6 months	\$4,243.72	\$24.483
	Thereafter	4,714.67	27.200
9446	Technician, Meter 5		
	1st 6 months	\$5,193.41	\$29.962
	Thereafter	5,570.41	32.137
9447	Technician, Meter 6		
	1st 6 months	\$5,711.85	\$32.953
	Thereafter	5,981.91	34.511

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
DISTRIBUTION BUSINESS UNIT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	4th 6 months	4,717.09	27.214
	Thereafter	4,933.93	28.465
H 8153	Accountant, Payroll Specialist		
	1st 6 months	\$4,263.65	\$24.598
	Thereafter	4,413.24	25.461
F 8155	Accountant, Payroll Support		
	1st 6 months	\$3,192.11	\$18.416
	2nd 6 months	3,364.40	19.410
	3rd 6 months	3,537.21	20.407
	4th 6 months	3,659.76	21.114
	5th 6 months	3,985.80	22.995
	Thereafter	4,119.96	23.769
K 8157	Accountant, Supervising Payroll		
	1st 6 months	\$5,193.41	\$29.962
	Thereafter	5,314.23	30.659

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months	\$5,358.08	\$30.912
	Thereafter	5,482.88	31.632
8288	Bookkeeper, Supervising Specialist		
	1st 6 months	\$5,358.08	\$30.912
	Thereafter	5,482.88	31.632
F 8386	†Clerk, Field Services Support		
	1st 6 months	\$3,110.47	\$17.945
	2nd 6 months	3,274.79	18.893
	3rd 6 months	3,522.31	20.321
	4th 6 months	3,692.69	21.304
	5th 3 months	3,783.52	21.828
	Promote, transfer or terminate	3,874.69	22.354
F 8284	*Clerk, Construction/Maintenance		
	1st 6 months	\$3,084.29	\$17.794
	2nd 6 months	3,250.00	18.750
	3rd 6 months	3,416.75	19.712
	4th 6 months	3,851.12	22.218
	5th 6 months	3,979.91	22.961
	Promote, transfer or terminate	4,263.83	24.599
F 9300	*†Clerk, Construction/Maintenance Support		
	1st 6 months	\$3,191.41	\$18.412
	2nd 6 months	3,360.07	19.385
	3rd 6 months	3,613.83	20.849
	4th 6 months	3,788.72	21.858
	5th 3 months	3,881.80	22.395
	Promote, transfer or terminate	3,975.57	22.936

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9304	*Clerk, Distribution Operations Support		
	1st 6 months	\$3,110.47	\$17.945
	2nd 6 months	3,274.79	18.893
	3rd 6 months	3,522.31	20.321
	4th 6 months	3,692.69	21.304
	5th 6 months	3,874.69	22.354
F 8287	*Clerk, Joint Pole		
	1st 6 months	\$3,084.29	\$17.794
	2nd 6 months	3,250.00	18.750
	3rd 6 months	3,416.75	19.712
	4th 6 months	3,851.12	22.218
	5th 6 months	3,979.91	22.961
	Promote, transfer or terminate	4,263.83	24.599
F 8290	*Clerk, Streetlight Bookkeeping		
	1st 6 months	\$3,084.29	\$17.794
	2nd 6 months	3,250.00	18.750
	3rd 6 months	3,416.75	19.712
	4th 6 months	3,851.12	22.218
	5th 6 months	3,979.91	22.961
	Promote, transfer or terminate	4,263.83	24.599
D 7274	†*Clerk, Typist		
	1st 6 months	\$2,805.92	\$16.188
	2nd 6 months	3,195.57	18.436
	Thereafter	3,590.77	20.716
H 9310	Driver, Heavy Duty		
	.....	\$4,243.72	\$24.483

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9320	Driver, Light Duty		
	1st 6 months	\$3,942.81	\$22.747
	Thereafter	4,083.56	23.559
P 9476	Foreman, Distribution Apparatus		
	.....	\$6,581.82	\$37.972
	Rubber Glove Certification – 1	6,779.24	39.111
Q 9481	Foreman, Electrical Crew		
	1st 6 months	\$6,581.81	37.972
	Thereafter	6,779.24	39.111
N 9490	Foreman, Light Insulator Washer		
	.....	\$5,625.36	\$32.454
Q 9473	Foreman, Training Crew		
	.....	\$7,118.28	\$41.067
E 9525	†*Groundman		
	1st 6 months	\$3,082.21	\$17.782
	2nd 6 months	3,324.71	19.181
	3rd 6 months	3,590.77	20.716
	Thereafter	3,855.97	22.246
E 9526	†*Groundman A		
	1st 6 months	\$3,082.21	\$17.782
	2nd 6 months	3,324.71	19.181
	3rd 6 months	3,590.77	20.716
	Thereafter	3,855.97	22.246

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9521	Handler, Material – Supply Center		
	1st 6 months	\$3,676.57	\$21.211
	2nd 6 months.....	3,761.33	21.700
	3rd 6 months.....	3,851.12	22.218
	4th 6 months.....	3,979.91	22.961
	5th 6 months.....	4,070.73	23.485
	Thereafter	4,167.63	24.044
9803	Inspector, Electrical System		
	1st 6 months	\$2,914.08	\$16.812
	2nd 6 months.....	3,163.33	18.250
	3rd 6 months.....	3,345.51	19.301
	Thereafter	3,594.59	20.738
I 7570	Inspector, Radio & TV Interference		
	1st 6 months	\$3,654.04	\$21.081
	2nd 6 months.....	3,787.68	21.852
	3rd 6 months.....	3,942.81	22.747
	4th 6 months.....	4,083.56	23.559
	5th 6 months.....	4,243.72	24.483
	Thereafter	4,412.55	25.457
M 9601	Lineman (<i>Volunteered/Waiting for Training</i>)		
	1st 6 months	\$5,713.59	\$32.963
	Thereafter	5,903.21	34.057
M 9611	Lineman (Rubber Glove Trained)		
	1st 6 months	\$5,885.36	\$33.955
	Thereafter	6,080.36	35.079

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9505	Lineman, Apprentice/Training		
	1st 6 months ¹	\$2,683.20	\$15.480
	2nd 6 months ²	3,238.39	18.683
	¹ Awarded to employees without one year of Groundman/Helper experience.		
	² After successful completion, promote to Apprentice Lineman, first step.		
K 9605	Lineman, Apprentice		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	5th 6 months	4,830.28	27.867
	Thereafter	4,999.63	28.844
J 9606	Lineman, Utility		
	.....	\$4,830.28	\$27.867
G 7632	Meter Reader 1		
	1st 6 months	\$4,231.06	\$24.410
	2nd 6 months	4,326.40	24.960
	Thereafter	4,395.73	25.360

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
8300	*Meter Reader 2		
	1st 6 months	\$2,253.33	\$13.000
	2nd 6 months	2,513.33	14.500
	3rd 6 months	2,683.20	15.480
	4th 6 months	2,851.68	16.452
	5th 6 months	3,038.70	17.531
	6th 6 months	3,238.56	18.684
	7th 6 months	3,463.02	19.979
	8th 6 months	3,772.60	21.765
	9th 6 months	3,830.66	22.100
	10th 6 months	3,917.33	22.600
	Thereafter	3,979.90	22.961
H 9713	Operator, Distribution Equipment		
	.....	\$4,327.44	\$24.966
I 9884	Patrolman, Line Clearing I		
	1st 6 months	\$4,263.83	\$24.599
	Thereafter	4,327.44	24.966
H 9889	Patrolman, Line Clearing II		
	1st 6 months	\$4,070.73	\$23.485
	2nd 6 months	4,167.63	24.044
	Thereafter	4,243.72	24.483
	<i>Promote, transfer or terminate</i>		
I 9798	Patrolman, Street Light		
	.....	\$4,493.84	\$25.926
I 7850	Representative, Field Service 1		
	.....	\$4,597.67	\$26.525

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7863	Representative, Field Service 2		
	1st 6 months	\$4,263.83	\$24.599
	2nd 6 months	4,363.84	25.176
	Thereafter	4,469.05	25.783
K 7871	Representative, Supervising Field Service		
	.....	\$5,059.60	\$29.190
K 7839	Representative, Territorial Service		
	1st 6 months	\$4,083.56	\$23.559
	2nd 6 months	4,243.72	24.483
	3rd 6 months	4,412.55	25.457
	4th 6 months	4,597.67	26.525
	Thereafter	4,777.41	27.562
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months	\$4,263.65	\$24.598
	Thereafter	4,413.24	25.461
G 9880	Specialist, Distribution Operations Support		
	1st 6 months	\$4,265.39	\$24.608
	2nd 6 months	4,717.09	27.214
G 8385	Specialist, Field Services Support		
	1st 6 months	\$4,154.63	\$23.969
	Thereafter	4,224.31	24.371
I 8286	Specialist, Joint Pole		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8289	Specialist, Streetlight Bookkeeping		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214
K 8285	Specialist, Supervising Joint Pole		
	1st 6 months	\$5,358.08	\$30.912
	Thereafter	5,482.88	31.632
M 9870	Splicer, Senior Cable		
	1st 6 months	\$5,997.51	34.601
	Thereafter	6,177.43	35.639
F 8281	*Technician, Assistant Mapping		
	1st 6 months	\$3,084.29	\$17.794
	2nd 6 months	3,250.00	18.750
	3rd 6 months	3,416.75	19.712
	4th 6 months	3,851.12	22.218
	5th 6 months	3,979.91	22.961
	Promote, transfer or terminate	4,263.83	24.599
N 9927	Technician, Distribution Apparatus		
	1st 6 months	\$6,001.84	\$34.626
	Rubber Glove Certification – 1	6,181.76	35.664
	Thereafter	6,189.56	35.709
	Rubber Glove Certification – 2	6,375.37	36.781
I 8280	Technician, Mapping		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8279	Technician, Supervising Mapping		
	1st 6 months	\$5,358.08	\$30.912
	Thereafter	5,482.88	31.632
O 9501	Troubleman		
	.....	\$6,277.27	\$36.215
	Rubber Glove Certification – 1	6,465.68	37.302
B 7953	†*Typist, Junior		
	1st 3 months	\$2,330.12	\$13.443
	2nd 3 months	2,492.36	14.379
	3rd 3 months	2,691.00	15.525
	4th 6 months	2,881.49	16.624
	5th 6 months	3,066.96	17.694
	Promote, transfer or terminate	3,250.00	18.750
C 9964	†*Utilityman		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,205.63	18.494
	Thereafter	3,590.77	20.716
D 9979	†*Worker, Warehouse		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,274.79	18.893
	Thereafter	3,720.08	21.462

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
INFORMATION TECHNOLOGY
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7157	Clerk, Communication Construction		
	1st 6 months	\$4,070.73	\$23.485
	2nd 6 months	4,263.83	24.599
	Thereafter	4,469.05	25.783
E 7161	†Clerk, Communication Traffic		
	1st 6 months	\$3,676.57	\$21.211
	Thereafter	3,761.33	21.700
E 7160	†*Clerk, Correspondence		
	1st 3 months	\$2,926.73	\$16.885
	2nd 3 months	3,084.29	17.794
	3rd 6 months	3,250.00	18.750
	4th 6 months	3,416.75	19.712
	5th 6 months	3,590.77	20.716
	Thereafter	3,761.33	21.700

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214
F 7241	†*Clerk, Field Office		
	1st 6 months	\$3,084.29	\$17.794
	As qualified	3,345.68	19.302
	As qualified	3,590.77	20.716
	As qualified – promote	3,851.12	22.218
	<i>Promote to Records Clerk, transfer or terminate</i>		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months	\$2,598.27	\$14.990
	2nd 3 months	2,794.31	16.121
	3rd 3 months	2,997.97	17.296
	4th 3 months	3,194.71	18.431
	5th 6 months	3,389.53	19.555
	Promote, transfer or terminate	3,590.77	20.716
C 7221	†*Clerk, Junior Field Office		
	1st 3 months	\$2,464.45	\$14.218
	2nd 3 months	2,637.27	15.215
	3rd 3 months	2,833.31	16.346
	4th 3 months	3,028.65	17.473
	5th 3 months	3,225.04	18.606
	Promote, transfer or terminate	3,416.75	19.712

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7268	Clerk, Records		
	1st 6 months	\$4,070.73	\$23.485
	As qualified	4,167.63	24.044
	As qualified – promote	4,263.83	24.599
	<i>Promote to Division Accounting Clerk, transfer, terminate or hold</i>		
F 7231	†*Clerk, Report		
	1st 6 months	\$3,084.29	\$17.794
	As qualified	3,250.00	18.750
	As qualified	3,416.75	19.712
	As qualified	3,590.77	20.716
	As qualified	3,761.33	21.700
	Thereafter	3,979.91	22.961
K 7295	Clerk, Supervising Division		
	.....	\$5,122.52	\$29.553
J 7250	Clerk, Supervising Material		
	1st 6 months	\$4,615.52	\$26.628
	2nd 6 months	4,717.09	27.214
	Thereafter	4,825.43	27.839
A 7247	†*Clerk, Trainee		
	1st 3 months	\$2,199.43	\$12.689
	2nd 3 months	2,381.25	13.738
	3rd 3 months	2,556.49	14.749
	4th 3 months	2,734.85	15.778
	5th 3 months	2,906.63	16.769
	Promote, transfer or terminate	3,084.29	17.794

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months	\$2,805.92	\$16.188
	2nd 6 months	3,195.57	18.436
	Thereafter	3,590.77	20.716
J 7430	Expediter, Material		
	1st 6 months	\$4,615.52	\$26.628
	As qualified	4,717.09	27.214
	Thereafter	4,825.43	27.839
F 9518	†Handler, Assistant Material		
	1st 6 months	\$3,590.77	\$20.716
	2nd 6 months	3,676.57	21.211
	3rd 6 months	3,761.33	21.700
	4th 6 months	3,851.12	22.218
	Promote to job code indicated	3,979.91	22.961
	<i>Promote to Material Handler, transfer or terminate</i>		
G 9520	Handler, Material		
	.....	\$4,167.63	\$24.044
I 9522	Handler, Senior Material		
	1st 6 months	\$4,363.84	\$25.176
	Thereafter	4,469.05	25.783
E 7689	†Operator, Assistant Supervising Telephone		
	.....	\$3,961.19	\$22.853

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7715	†*Operator, Junior Telephone		
	1st 3 months	\$2,464.45	\$14.218
	2nd 3 months	2,637.96	15.219
	3rd 3 months	2,833.31	16.346
	4th 3 months	3,028.65	17.473
	5th 3 months	3,225.04	18.606
	Promote, transfer or terminate	3,416.75	19.712
F 7725	†Operator, On Call Telephone		
	Per day rate	\$3,695.64	\$21.321
E 7733	†Operator, Relief Telephone		
	.....	\$3,676.57	\$21.211
D 7763	†*Operator, Telephone		
	1st 3 months	\$2,598.27	\$14.990
	2nd 3 months	2,794.31	16.121
	3rd 3 months	2,997.97	17.296
	4th 3 months	3,194.71	18.431
	5th 6 months	3,389.53	19.555
	Thereafter	3,590.77	20.716
N 9922	Technician, Area Communication		
	.....	\$5,625.36	\$32.454
N 9929	Technician, Communication		
	1st 6 months	\$4,412.55	\$25.457
	2nd 6 months	4,597.67	26.525
	3rd 6 months	4,758.69	27.454
	4th 6 months	5,193.41	29.962
	5th 6 months	5,364.84	30.951
	Thereafter	5,536.09	31.939

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9923	*Technician, Junior Communication		
	1st 6 months	\$3,787.68	\$21.852
	2nd 6 months	3,942.81	22.747
	Promote, transfer or terminate	4,083.56	23.559
	<i>Promote on bid basis to Communication Technician, transfer or terminate</i>		
P 9956	Technician, Supervising Communication		
	1st 6 months	\$6,237.57	\$35.986
	Thereafter	6,344.17	36.601
O 9957	Technician, Systems Communication		
	.....	\$5,800.95	\$33.467
J 9937	*Testboardman		
	1st 6 months	\$3,205.63	\$18.494
	2nd 6 months	3,444.65	19.873
	3rd 6 months	3,720.08	21.462
	4th 6 months	4,013.19	23.153
	5th 6 months	4,243.72	24.483
	6th 6 months	4,493.84	25.926
	Thereafter	4,678.79	26.993
B 7953	†*Typist, Junior		
	1st 3 months	\$2,330.12	\$13.443
	2nd 3 months	2,492.36	14.379
	3rd 3 months	2,691.00	15.525
	4th 6 months	2,881.49	16.624
	5th 6 months	3,066.96	17.694
	Promote, transfer or terminate	3,250.00	18.750

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9964	†*Utilityman		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,205.63	18.494
	Thereafter	3,590.77	20.716

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
PROCUREMENT AND MATERIAL
MANAGEMENT DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7117	Clerk, Accounting & Statistical		
	1st 6 months	\$4,615.52	\$26.628
	2nd 6 months	4,717.09	27.214
	Thereafter	4,825.43	27.839
I 7152	Clerk & Cashier, Salvage Offices		
	1st 6 months	\$4,070.73	\$23.485
	2nd 6 months	4,167.63	24.044
	3rd 6 months	4,263.83	24.599
	4th 6 months	4,363.84	25.176
	5th 6 months	4,469.05	25.783
	Thereafter	4,615.52	26.628
F 7231	†*Clerk, Report		
	1st 6 months	\$3,084.29	\$17.794
	As qualified	3,250.00	18.750
	As qualified	3,416.75	19.712
	As qualified	3,590.77	20.716
	As qualified	3,761.33	21.700
	Thereafter	3,979.91	22.961

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7235	Clerk, Salvage Bid		
	1st 6 months	\$4,167.63	\$24.044
	2nd 6 months	4,263.83	24.599
	3rd 6 months	4,363.84	25.176
	4th 6 months	4,469.05	25.783
	5th 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214
A 7247	†*Clerk, Trainee		
	1st 3 months	\$2,199.43	\$12.689
	2nd 3 months	2,381.25	13.738
	3rd 3 months	2,556.49	14.749
	4th 3 months	2,734.85	15.778
	5th 3 months	2,906.63	16.769
	Promote, transfer or terminate	3,084.29	17.794
D 7274	†*Clerk, Typist		
	1st 6 months	\$2,805.92	\$16.188
	2nd 6 months	3,195.57	18.436
	Thereafter	3,590.77	20.716
I 7378	Clerk, Warehouse		
	1st 6 months	\$4,070.73	\$23.485
	2nd 6 months	4,167.63	24.044
	3rd 6 months	4,263.83	24.599
	4th 6 months	4,363.84	25.176
	Thereafter	4,469.05	25.783
J 9312	Driver, Heavy Transportation		
	.....	\$4,493.84	\$25.926

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9323	Driver, Light Transportation		
	1st 6 months	\$3,942.81	\$22.747
	Thereafter	4,083.56	23.559
L 9325	Driver, Supervising Transportation		
	.....	\$5,016.27	\$28.940
H 9326	Driver, Transportation		
	.....	\$4,243.72	\$24.483
G 9531	Handler, Material		
	1st 6 months	\$3,761.33	\$21.700
	2nd 6 months.....	3,851.12	22.218
	3rd 6 months.....	3,979.91	22.961
	4th 6 months.....	4,070.73	23.485
	Thereafter	4,167.63	24.044
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$5,279.91	\$30.461
	2nd 6 months ²	5,364.84	30.951
	Thereafter	5,454.97	31.471
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months	\$4,928.21	\$28.432
	2nd 6 months.....	5,059.60	29.190
	Thereafter	5,193.41	29.962

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9703	Operator, Construction Equipment 3		
	1st 6 months	\$4,597.67	\$26.525
	2nd 6 months	4,678.79	26.993
	Thereafter	4,758.69	27.454
I 9704	Operator, Construction Equipment 4		
	1st 6 months	\$4,412.55	\$25.457
	Thereafter	4,493.84	25.926
L 8940	Supervisor, Material & Equipment Sales		
	.....	\$5,122.52	\$29.553
L 9909	Supervisor, Warehouse I		
	Thereafter	\$5,122.52	\$29.553
K 9063	Supervisor, Warehouse II		
	Thereafter	\$4,988.71	\$28.781
J 9066	Supervisor, Warehouse III		
	Thereafter	\$4,729.05	\$27.283
C 7946	†*Typist		
	1st 3 months	\$2,464.45	\$14.218
	2nd 6 months	2,637.96	15.219
	3rd 6 months	2,833.31	16.346
	4th 6 months	3,028.65	17.473
	5th 6 months	3,225.04	18.606
	Thereafter	3,416.75	19.712

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months	\$2,330.12	\$13.443
	2nd 3 months	2,492.36	14.379
	3rd 3 months	2,691.00	15.525
	4th 6 months	2,881.49	16.624
	5th 6 months	3,066.96	17.694
	Promote, transfer or terminate	3,250.00	18.750
D 9979	†*Worker, Warehouse		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,274.79	18.893
	Thereafter	3,720.08	21.462
	Promote to Material Handler, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7051	†Aide, Laboratory		
	1st 6 months	\$3,761.33	\$21.700
	As qualified	3,851.12	22.218
	Thereafter	3,979.91	22.961
I 7294	Clerk, Division Accounting		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	Thereafter	4,717.09	27.214
F 7241	†*Clerk, Field Office		
	1st 6 months	\$3,084.29	\$17.794
	As qualified	3,345.68	19.302
	As qualified	3,590.77	20.716
	As qualified – promote	3,851.12	22.218
	Promote to Records Clerk, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months	\$2,464.45	\$14.218
	2nd 3 months	2,637.27	15.215
	3rd 3 months	2,833.31	16.346
	4th 3 months	3,028.65	17.473
	5th 3 months	3,225.04	18.606
	Promote, transfer or terminate	3,416.75	19.712
H 8140	Clerk, Records		
	1st 6 months	\$4,070.73	\$23.485
	As qualified	4,167.63	24.044
	Thereafter	4,263.83	24.599
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 8310	†*Clerk, Report		
	1st 6 months	\$3,084.29	\$17.794
	As qualified	3,250.00	18.750
	As qualified	3,416.75	19.712
	As qualified	3,590.77	20.716
	As qualified	3,761.33	21.700
	Thereafter	3,979.91	22.961
	Promote to Records Clerk, transfer or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,122.52	\$29.553
7328	Clerk, Supervising Warehouse		
	.....	\$4,825.42	\$27.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months	\$2,805.92	\$16.188
	2nd 6 months.....	3,195.57	18.436
	Thereafter	3,590.77	20.716
9327	Clerk, Warehouse		
	1st 6 months	\$4,363.84	\$25.176
	Thereafter	4,469.05	25.783
G 9320	Driver, Light Duty		
	1st 6 months	\$3,942.81	\$22.747
	Thereafter	4,083.56	23.559
P 9241	Foreman, Electrical Apparatus Repair		
	1st 6 months	\$5,625.01	\$32.452
	Thereafter	5,803.03	33.479
9242	Foreman, Welder		
	1st 6 months	\$5,625.01	\$32.452
	Thereafter	5,803.03	33.479
G 9520	Handler, Material		
	1st 6 months	\$3,761.33	\$21.700
	Thereafter	\$4,167.63	\$24.044
E 9530	†Helper, Apparatus Repair		
	1st 6 months	\$3,082.21	\$17.782
	2nd 6 months.....	3,324.71	19.181
	3rd 6 months.....	3,590.77	20.716
	Thereafter	3,855.97	22.246

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9556	†*Helper, Testman		
	1st 6 months	\$3,082.21	\$17.782
	Promote, transfer or terminate	3,435.99	19.823
	<i>At the conclusion of 12 months, promote to</i>		
	<i>Meter Shop Testman at.....</i>	<i>3,659.59</i>	<i>\$21.113</i>
	<i>Transfer to Helper in another classification or terminate</i>		
L 9613	Machinist, Apparatus Repair		
	.....	\$5,279.91	\$30.461
K 9612	Machinist, Apprentice Apparatus Repair		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	5th 6 months	4,597.67	26.525
	Thereafter	4,758.69	27.454
L 9644	Mechanic, Instrument		
	1st 6 months	\$4,758.69	\$27.454
	Thereafter	5,193.41	29.962
M 9645	Mechanic, Instrument A		
	.....	\$5,364.84	\$30.951
J 9646	Mechanic, Maintenance		
	.....	\$4,597.67	\$26.525
H 9718	Operator, Fork Lift		
	1st 6 months	\$4,083.56	\$23.559
	Thereafter	4,243.72	24.483

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months	\$4,083.56	\$23.559
	2nd 6 months	4,243.72	24.483
	3rd 6 months	4,412.55	25.457
	Thereafter	4,597.67	26.525
J 9811	Repairer, Tool & Equipment		
	1st 6 months ¹	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	Thereafter	4,597.67	26.525
	¹ Subject to Union concurrence		
K 9818	Repairman, Apprentice Electrical		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	5th 6 months	4,597.67	26.525
	Promote to job code indicated	4,758.69	27.454
E 9831	†Repairman, Distribution Transformer		
	.....	\$3,855.97	\$22.246
L 9832	Repairman, Electrical		
	.....	\$5,279.91	\$30.461
N 9947	Technician, Electrical Apparatus Test		
	1st 6 months	\$4,758.69	\$27.454
	2nd 6 months	4,971.37	28.681
	3rd 6 months	5,193.41	29.962
	4th 6 months	5,364.84	30.951
	Thereafter	5,536.09	31.939

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9948	Technician, Electrical Apparatus Test A		
	1st 6 months	\$5,625.36	\$32.454
	Thereafter	5,803.03	33.479
K 9919	Technician, Instrument		
	1st 6 months	\$4,597.67	\$26.525
	Thereafter	4,758.69	27.454
N 9934	Technician, Laboratory		
	1st 6 months	\$4,758.69	\$27.454
	2nd 6 months	4,971.37	28.681
	3rd 6 months	5,193.41	29.962
	4th 6 months	5,364.84	30.951
	Thereafter	5,536.09	31.939
O 9935	Technician, Laboratory A – Selective		
	1st 6 months	\$5,625.36	\$32.454
	Thereafter	5,800.95	33.467
M 9945	Technician, Laboratory Relay		
	1st 6 months	\$4,758.69	\$27.454
	2nd 6 months	4,928.21	28.432
	3rd 6 months	5,102.93	29.440
	Thereafter	5,279.91	30.461
C 9964	†*Utilityman		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,205.63	18.494
	Thereafter	3,590.77	20.716

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9985	Welder, Apprentice		
	1st 6 months	\$3,942.81	\$22.747
	2nd 6 months	4,083.56	23.559
	3rd 6 months	4,243.72	24.483
	4th 6 months	4,412.55	25.457
	5th 6 months	4,597.67	26.525
	As qualified – promote	4,758.69	27.454
L 9991	Welder, Certified		
	.....	\$5,279.91	\$30.461
L 9986	Welder, Layout		
	.....	\$5,193.41	\$29.962
D 9979	†*Worker, Warehouse		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,274.79	18.893
	Thereafter	3,720.08	21.462

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
SHOP SERVICES AND
INSTRUMENTATION —
LOCKHEED MARTIN
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance		
	.....SSID-LP	\$5,279.91	\$30.461
L 8719	Operator, Energy Services Plant		
	1st 6 months.....SSID-LP	\$4,813.81	\$27.772
	Thereafter	5,043.31	29.096

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
SYSTEM OPERATION DIVISION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9941	Technician, Control System ¹		
	1st 6 months.....Syst Opr	\$4,412.55	\$25.457
	2nd 6 months.....	4,597.67	26.525
	3rd 6 months.....	4,758.69	27.454
	4th 6 months.....	5,193.41	29.962
	5th 6 months.....	5,364.84	30.951
	Thereafter	5,536.09	31.939
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section — Physical Staff P/R #825		
O 9978	Technician, Control System A ¹		
	.....Syst Opr	\$6,001.84	\$34.626
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section — Physical Staff P/R #825		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to
Exhibit A

EXHIBIT A — IBEW — LOCAL 47
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9055	†*Attendant, Automotive		
	1st 6 months	\$2,830.88	\$16.332
	2nd 6 months	3,205.63	18.494
	Thereafter	3,590.77	20.716
H 7147	Clerk, Automotive Repair		
	1st 6 months	\$4,070.73	\$23.485
	Thereafter	4,167.63	24.044
	Thereafter	4,263.83	24.599
E 7160	†*Clerk, Correspondence		
	1st 3 months	\$2,926.73	\$16.885
	2nd 3 months	3,084.29	17.794
	3rd 6 months	3,250.00	18.750
	4th 6 months	3,416.75	19.712
	5th 6 months	3,590.77	20.716
	Thereafter	3,761.33	21.700

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7172	Clerk, Expediting		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	3rd 6 months	4,615.52	26.628
	4th 6 months	4,717.09	27.214
	Thereafter	4,825.43	27.839
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months	\$2,598.27	\$14.990
	2nd 3 months	2,794.31	16.121
	3rd 3 months	2,997.97	17.296
	4th 3 months	3,194.71	18.431
	5th 6 months	3,389.53	19.555
	Promote, transfer or terminate	3,590.77	20.716
I 8110	Clerk, Transportation Accounting I		
	1st 6 months	\$4,363.84	\$25.176
	2nd 6 months	4,469.05	25.783
	Thereafter	4,717.09	27.214
G 8111	Clerk, Transportation Accounting II		
	1st 6 months	\$3,842.97	\$22.171
	2nd 6 months	3,979.91	22.961
	3rd 6 months	4,094.31	23.621
	Thereafter	4,263.83	24.599
E 8112	†*Clerk, Transportation Accounting III		
	1st 6 months	\$2,926.73	\$16.885
	2nd 6 months	3,164.20	18.255
	3rd 6 months	3,416.75	19.712
	Promote, transfer or terminate	3,761.33	21.700

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9478	Foreman, District Automotive A		
	1st 6 months	\$5,536.09	\$31.939
	Thereafter	5,711.85	32.953
M 9480	Foreman, District Automotive B		
	1st 6 months	\$5,193.41	\$29.962
	Thereafter	5,364.84	30.951
L 9483	Foreman, District Automotive C		
	.....	\$5,102.93	\$29.440
O 9507	Foreman, Traveling Automotive		
	1st 6 months	\$5,536.09	\$31.939
	Thereafter	5,711.85	32.953
F 9518	†*Handler, Assistant Material		
	1st 6 months	\$3,590.77	\$20.716
	2nd 6 months	3,676.57	21.211
	3rd 6 months.....	3,761.33	21.700
	4th 6 months.....	3,851.12	22.218
	Promote to job code indicated	3,979.91	22.961
	<i>Promote to Material Handler, transfer or terminate</i>		
G 9520	Handler, Material		
	.....	\$4,167.63	\$24.044
I 9522	Handler, Senior Material		
	1st 6 months	\$4,363.84	\$25.176
	Thereafter	\$4,469.05	25.783
L 9618	Machinist, Automotive		
	.....	\$5,193.41	\$29.962

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9634	Mechanic, Automotive		
	1st 6 months	\$4,327.44	\$24.966
	2nd 6 months	4,493.84	25.926
	3rd 6 months	4,678.79	26.993
	Thereafter	4,837.21	27.907
L 9641	Mechanic, District Automotive		
	.....	\$5,016.27	\$28.940
L 9663	Mechanic, Traveling		
	.....	\$5,016.27	\$28.940
J 9786	Painter, Automotive		
	.....	\$4,597.67	\$26.525
G 9856	Serviceman, Automotive		
	1st 6 months	\$3,720.08	\$21.462
	2nd 6 months	3,855.97	22.246
	Thereafter	4,013.19	23.153
G 9864	Serviceman, Traveling Automotive		
	1st 6 months	\$3,720.08	\$21.462
	2nd 6 months	3,855.97	22.246
	Thereafter	4,013.19	23.153
L 9878	Subforeman, Automotive		
	.....	\$5,016.27	\$28.940
L 9892	Subforeman, Hydraulic Shop		
	.....	\$5,016.27	\$28.940
J 9952	Trimmer, Automotive		
	.....	\$4,678.79	\$26.993
K 9953	Trimmer, Automotive A		
	.....	\$4,912.79	\$28.343

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**ADDENDUM TO EXHIBIT A
CONSTRUCTION FIELD FORCES, HYDRO,
STEAM AND TRANSMISSION/SUBSTATION
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8022	*Assistant, Operating		
	1st 6 months .....Steam	\$2,797.08	\$16.137
	2nd 6 months.....	3,080.83	17.774
	3rd 6 months.....	3,403.05	19.633
	Thereafter	3,737.76	21.564
F 9016	Attendant, Tool Room		
	1st 6 months.....Hydro	\$3,080.83	\$17.774
	2nd 6 months.....	3,238.56	18.684
	3rd 6 months.....	3,565.47	20.570
	Thereafter	3,803.63	21.944
E 7651	*Clerk, Correspondence		
	1st 3 months.....Hydro	\$2,564.12	\$14.793
	2nd 3 months.....	2,707.99	15.623
	3rd 3 months.....	2,851.68	16.452
	4th 6 months.....	3,038.71	17.531
	5th 6 months.....	3,238.56	18.684
	Thereafter	3,565.47	20.570

* Entering level job

Addendum to Exhibit A CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7659	*Clerk, Division Correspondence		
	1st 6 months.....T/S	\$2,352.31	\$13.571
	2nd 6 months .....CFF	2,564.12	14.793
	3rd 6 months.....	2,851.68	16.452
	4th 6 months.....	3,080.83	17.774
	5th 6 months.....	3,238.56	18.684
	Thereafter	3,565.47	20.570
F 7660	*Clerk, Division Office		
	1st 6 months.....T/S	\$2,564.12	\$14.793
	2nd 6 months .....CFF	2,736.93	15.790
	3rd 6 months.....	3,038.71	17.531
	4th 6 months.....	3,238.56	18.684
	5th 6 months.....	3,463.03	19.979
	6th 6 months.....	3,772.60	21.765
	Thereafter	3,953.56	22.809
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,683.20	\$15.480
	2nd 6 months.....	2,923.79	16.868
	As qualified	3,238.56	18.684
	As qualified	3,403.05	19.633
	As qualified – promote.....	3,650.92	21.063
	<i>Promote to Records Clerk, transfer or terminate</i>		

* Entering level job

Addendum to Exhibit A **CFF, Hydro, Steam and T/S**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
.	1st 3 months.....Hydro	\$2,256.63	\$13.019
	2nd 3 months.....	2,422.33	13.975
	3rd 3 months.....	2,648.71	15.281
	4th 3 months.....	2,851.68	16.452
	5th 6 months.....	3,080.83	17.774
	Promote, transfer or terminate	3,403.05	19.633
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....Hydro	\$2,126.80	\$12.270
	2nd 3 months.....	2,256.63	13.019
	3rd 3 months.....	2,492.88	14.382
	4th 3 months.....	2,707.99	15.623
	5th 3 months.....	2,923.79	16.868
	Promote, transfer or terminate	3,238.56	18.684
F 7666	*Clerk, Report		
	1st 6 months.....Hydro	\$2,683.20	\$15.480
	2nd 6 months.....	2,851.68	16.452
	3rd 6 months.....	3,038.71	17.531
	As qualified	3,238.56	18.684
	As qualified	3,463.03	19.979
	Thereafter	3,772.60	21.765
A 7667	*Clerk, Trainee		
	1st 3 months.....Hydro	\$1,890.20	\$10.905
	2nd 3 months.....	2,025.40	11.685
	3rd 3 months.....	2,208.44	12.741
	4th 3 months.....	2,422.33	13.975
	5th 3 months.....	2,648.71	15.281
	Promote, transfer or terminate	2,923.79	16.868

* Entering level job

Addendum to Exhibit A CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months.....Hydro	\$2,422.33	\$13.975
	2nd 6 months.....	2,851.68	16.452
	3rd 6 months.....	3,238.56	18.684
	Thereafter	3,403.05	19.633
D 7670	*Clerk, Typist – Division		
	1st 6 months.....T/S	\$2,126.80	\$12.270
	2nd 6 months .....CFF	2,422.33	13.975
	3rd 6 months.....	2,648.71	15.281
	4th 6 months.....	2,851.68	16.452
	5th 6 months.....	3,080.83	17.774
	Thereafter	3,403.05	19.633
D 8152	*Cook		
	1st 6 months.....Hydro	\$2,707.99	\$15.623
	2nd 6 months.....	3,238.56	18.684
	Thereafter	3,526.12	20.343
E 9528	*Groundman		
	1st 6 months.....T/S	\$2,683.20	\$15.480
	2nd 6 months .....CFF	2,923.79	16.868
	3rd 6 months.....	3,238.56	18.684
	4th 6 months.....	3,403.05	19.633
	Thereafter	3,655.08	21.087
D 9511	*Handler, Assistant Material		
	1st 6 months.....CFF	\$2,422.33	\$13.975
	2nd 6 months.....	2,707.99	15.623
	3rd 6 months.....	3,080.83	17.774
	Promote to job code indicated	3,526.12	20.343
	<i>Promote to Material Handler, transfer or terminate</i>		

* Entering level job

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9578	Handler, Assistant Material		
	1st 6 months .....Steam	\$3,080.83	\$17.774
	2nd 6 months.....	3,238.56	18.684
	3rd 6 months.....	3,403.05	19.633
	4th 6 months.....	3,565.47	20.570
	Promote to job code indicated	3,772.60	21.765
	<i>Promote to Material Handler, transfer or terminate</i>		
E 9541	Helper, Construction		
	1st 6 months.....Hydro	\$3,201.12	\$18.468
	2nd 6 months .....CFF	3,403.05	19.633
	3rd 6 months.....	3,565.47	20.570
	Thereafter	3,655.08	21.087
E 8552	Helper, Cook		
	1 per day.....Hydro	\$3,047.03	\$17.579
E 9579	Helper, Electrical		
	1st 6 months.....Hydro	\$3,201.12	\$18.468
	2nd 6 months .....Steam	3,403.05	19.633
	3rd 6 months .....T/S	3,565.47	20.570
	Thereafter	3,655.08	21.087
E 9545	Helper, Electrical Construction		
	1st 6 months.....CFF	\$3,201.12	\$18.468
	2nd 6 months.....	3,403.05	19.633
	3rd 6 months.....	3,565.47	20.570
	Thereafter	3,655.08	21.087

* Entering level job

Addendum to Exhibit A CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9553	Helper, Maintenance		
	1st 6 months.....Hydro	\$3,201.12	\$18.468
	2nd 6 months.....	3,403.05	19.633
	3rd 6 months.....	3,565.47	20.570
	Thereafter.....	3,655.08	21.087
E 9581	*Helper, Maintenance – Steam		
	1st 6 months.....Steam	\$2,683.20	\$15.480
	2nd 6 months.....	2,923.79	16.868
	3rd 6 months.....	3,238.56	18.684
	4th 6 months.....	3,403.05	19.633
	Thereafter.....	3,655.08	21.087
E 9575	Helper, Mechanical Construction		
	1st 6 months.....CFF	\$3,201.12	\$18.468
	2nd 6 months.....	3,403.05	19.633
	3rd 6 months.....	3,565.47	20.570
	Thereafter.....	3,655.08	21.087
B 8554	*Housekeeper		
	1st 6 months.....Hydro	\$2,025.40	\$11.685
	2nd 6 months.....	2,256.63	13.019
	3rd 6 months.....	2,492.88	14.382
	Thereafter.....	2,731.56	15.759
C 9754	*Laborer		
	1st 6 months.....All Divns	\$2,422.33	\$13.975
	2nd 6 months.....	2,707.99	15.623
	3rd 6 months.....	3,080.83	17.774
	Thereafter.....	3,403.05	19.633

* Entering level job

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8772	Operator, Trainee		
	1st 6 months.....T/S	\$3,238.56	\$18.684
	2nd 6 months.....	3,463.03	19.979
	Promote, transfer or terminate	3,737.76	21.564
B 7961	*Typist, Junior		
	1st 3 months.....Hydro	\$2,025.40	\$11.685
	2nd 3 months.....	2,208.44	12.741
	3rd 3 months.....	2,422.33	13.975
	4th 3 months.....	2,648.71	15.281
	5th 6 months.....	2,851.68	16.452
	Promote, transfer or terminate	3,080.83	17.774
C 9963	*Utilityman		
	1st 6 months .....Steam	\$2,422.33	\$13.975
	2nd 6 months.....	2,707.99	15.623
	3rd 6 months.....	3,080.83	17.774
	Thereafter	3,403.05	19.633
C 9974	*Utilityman – T/S		
	Promote, transfer or terminate	\$2,422.33	\$13.975
E 9977	Utilityman, Territorial		
	1st 6 months.....T/S	\$2,707.99	\$15.623
	2nd 6 months .....Hydro	3,080.83	17.774
	Thereafter	3,589.56	20.709

* Entering level job

**ADDENDUM TO EXHIBIT A
CORPORATE REAL ESTATE
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9061	*Attendant, Building Facilities		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,038.71	17.531
	Thereafter	3,340.65	19.273
E 9569	Helper, Building Carpenter		
	1st 6 months	\$3,201.12	\$18.468
	2nd 6 months	3,403.05	19.633
	3rd 6 months	3,565.47	20.570
	Thereafter	3,655.08	21.087
E 9570	Helper, Building Electrical		
	1st 6 months	\$3,201.12	\$18.468
	2nd 6 months	3,403.05	19.633
	3rd 6 months	3,565.47	20.570
	Thereafter	3,655.08	21.087
E 9571	Helper, Building Maintenance		
	1st 6 months	\$3,201.12	\$18.468
	2nd 6 months	3,403.05	19.633
	3rd 6 months	3,565.47	20.570
	Thereafter	3,655.08	21.087

* Entering level job

Addendum to Exhibit A **Corporate Real Estate**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9572	Helper, Building Painter		
	1st 6 months	\$3,201.12	\$18.468
	2nd 6 months	3,403.05	19.633
	3rd 6 months	3,565.47	20.570
	Thereafter	3,655.08	21.087
D 9680	Maintenanceman, Building		
	.....	\$3,463.03	\$19.979
C 9805	Porter		
	.....	\$3,340.65	\$19.273
D 9806	Porter, Special-Service		
	.....	\$3,463.03	\$19.979
E 9807	Subforeman, Porter		
	.....	\$3,526.12	\$20.343

* Entering level job

ADDENDUM TO EXHIBIT A
CUSTOMER SERVICE OPERATIONS DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
9454	*Clerk, Meter Support		
	1st 6 months	\$2,923.79	\$16.868
	Thereafter	3,682.29	21.244
9450	*Technician, Meter 1/1A		
	1st 6 months	\$2,683.20	\$15.480
	Promote, transfer or terminate	2,923.79	16.868

* Entering level job

**ADDENDUM TO EXHIBIT A
DISTRIBUTION BUSINESS UNIT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8156	Accountant, Supervising Payroll		
	1st 6 months	\$2,833.48	\$16.347
	2nd 6 months	3,144.09	18.139
	3rd 6 months	3,351.23	19.334
	4th 6 months	3,470.13	20.020
	5th 3 months	3,585.05	20.683
	Promote, transfer or terminate	3,905.20	22.530
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months	\$2,736.93	\$15.790
	2nd 6 months	3,038.88	17.532
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,463.03	19.979
	5th 3 months	3,772.60	21.765
	Promote, transfer or terminate	4,263.83	24.599
F 9303	*Clerk, Construction/Maintenance Support		
	1st 6 months	\$3,012.88	\$17.382
	2nd 6 months	3,180.32	18.348
	3rd 6 months	3,417.09	19.714
	4th 6 months	3,580.20	20.655
	5th 3 months	3,669.47	21.170
	Promote, transfer or terminate	3,756.13	21.670

* Entering level job

Addendum to Exhibit A Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9305	*†Clerk, Distribution Operations Support		
	1st 6 months	\$2,953.60	\$17.040
	2nd 6 months	3,117.92	17.988
	3rd 6 months	3,350.01	19.327
	4th 6 months	3,510.17	20.251
	5th 6 months	3,682.29	21.244
F 8387	Clerk, Field Services Support		
	1st 6 months	\$2,953.60	\$17.040
	2nd 6 months	3,117.92	17.988
	3rd 6 months	3,350.01	19.327
	4th 6 months	3,510.17	20.251
	5th 3 months	3,597.53	20.755
	Promote, transfer or terminate	3,682.29	21.244
F 8277	*Clerk, Joint Pole		
	1st 6 months	\$2,736.93	\$15.790
	2nd 6 months	3,038.88	17.532
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,463.03	19.979
	5th 3 months	3,772.60	21.765
	Promote, transfer or terminate	4,263.83	24.599
F 8278	*Clerk, Streetlight Bookkeeping		
	1st 6 months	\$2,736.93	\$15.790
	2nd 6 months	3,038.88	17.532
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,463.03	19.979
	5th 3 months	3,772.60	21.765
	Thereafter	4,263.83	24.599

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,851.68	16.452
	3rd 6 months	3,238.56	18.684
	Thereafter	3,403.05	19.633
E 9528	*Groundman		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,923.79	16.868
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,403.05	19.633
	Thereafter	3,655.08	21.087
E 9529	*Groundman A		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,923.79	16.868
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,403.05	19.633
	Thereafter	3,655.08	21.087
C 9754	*Laborer		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Maximum	3,403.05	19.633

* Entering level job

Addendum to Exhibit A Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8275	*Technician, Assistant Mapping		
	1st 6 months	\$2,736.93	\$15.790
	2nd 6 months	3,038.88	17.532
	3rd 6 months	3,238.56	18.684
	4th 6 months	3,463.03	19.979
	5th 3 months	3,772.60	21.765
	Promote, transfer or terminate	4,263.83	24.599
B 7961	*Typist, Junior		
	1st 3 months	\$2,025.40	\$11.685
	2nd 3 months	2,208.44	12.741
	3rd 3 months	2,422.33	13.975
	4th 3 months	2,648.71	15.281
	5th 6 months	2,851.68	16.452
	Promote, transfer or terminate	3,080.83	17.774
C 9963	*Utilityman		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633
D 9980	*Worker, Warehouse		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,526.12	20.343

* Entering level job

**ADDENDUM TO EXHIBIT A
INFORMATION TECHNOLOGY
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7656	*Clerk, Communication Traffic		
	1st 6 months	\$3,201.12	\$18.468
	2nd 6 months	3,403.05	19.633
	Thereafter	3,565.47	20.570
E 7651	*Clerk, Correspondence		
	1st 3 months	\$2,564.12	\$14.793
	2nd 3 months	2,707.99	15.623
	3rd 3 months	2,851.68	16.452
	4th 6 months	3,038.71	17.531
	5th 6 months	3,238.56	18.684
	Thereafter	3,565.47	20.570
F 7655	*Clerk, Field Office		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,923.79	16.868
	As qualified	3,238.56	18.684
	As qualified	3,403.05	19.633
	As qualified — promote	3,650.92	21.063
	<i>Promote to Records Clerk, transfer or terminate</i>		

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months	\$2,256.63	\$13.019
	2nd 3 months	2,422.33	13.975
	3rd 3 months	2,648.71	15.281
	4th 3 months	2,851.68	16.452
	5th 6 months	3,080.83	17.774
	Promote, transfer or terminate	3,403.05	19.633
C 7663	*Clerk, Junior Field Office		
	1st 3 months	\$2,126.80	\$12.270
	2nd 3 months	2,256.63	13.019
	3rd 3 months	2,492.88	14.382
	4th 3 months	2,707.99	15.623
	5th 3 months	2,923.79	16.868
	Promote, transfer or terminate	3,238.56	18.684
F 7666	*Clerk, Report		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,851.68	16.452
	3rd 6 months	3,038.71	17.531
	As qualified	3,238.56	18.684
	As qualified	3,463.03	19.979
	Thereafter	3,772.60	21.765

* Entering level job

Addendum to Exhibit A **Information Technology**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
A 7667	*Clerk, Trainee		
	1st 3 months	\$1,890.20	\$10.905
	2nd 3 months	2,025.40	11.685
	3rd 3 months	2,208.44	12.741
	4th 3 months	2,422.33	13.975
	5th 3 months	2,648.71	15.281
	Promote, transfer or terminate	2,923.79	16.868
D 7669	*Clerk, Typist		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,851.68	16.452
	3rd 6 months	3,238.56	18.684
	Thereafter	3,403.05	19.633
F 9578	Handler, Assistant Material		
	1st 6 months	\$3,080.83	\$17.774
	2nd 6 months	3,238.56	18.684
	3rd 6 months	3,403.05	19.633
	4th 6 months	3,565.47	20.570
	Promote to job code indicated	3,772.60	21.765
	<i>Promote to Material Handler, transfer or terminate</i>		
C 9754	*Laborer		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633
E 7690	Operator, Assistant Supervising Telephone		
	.....	\$3,763.41	\$21.712

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7714	*Operator, Junior Telephone		
	1st 3 months	\$2,126.80	\$12.270
	2nd 3 months.....	2,256.63	13.019
	3rd 3 months.....	2,492.88	14.382
	4th 3 months.....	2,707.99	15.623
	5th 3 months.....	2,923.79	16.868
	Promote, transfer or terminate	3,238.56	18.684
F 7641	Operator, On Call Telephone		
	1 Per day.....	\$3,503.24	\$20.211
E 7642	Operator, Relief Telephone.....	\$3,484.52	\$20.103
D 7643	*Operator, Telephone		
	1st 3 months	\$2,256.63	\$13.019
	2nd 3 months.....	2,422.33	13.975
	3rd 3 months.....	2,648.71	15.281
	4th 3 months.....	2,851.68	16.452
	5th 6 months.....	3,080.83	17.774
	Thereafter	3,403.05	19.633
B 7961	*Typist, Junior		
	1st 3 months	\$2,025.40	\$11.685
	2nd 3 months.....	2,208.44	12.741
	3rd 3 months.....	2,422.33	13.975
	4th 3 months.....	2,648.71	15.281
	5th 6 months.....	2,851.68	16.452
	Promote, transfer or terminate	3,080.83	17.774

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9963	*Utilityman		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633

* Entering level job

**ADDENDUM TO EXHIBIT A
PROCUREMENT AND MATERIAL
MANAGEMENT DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7666	*Clerk, Report		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,851.68	16.452
	3rd 6 months	3,038.71	17.531
	As qualified	3,238.56	18.684
	As qualified	3,463.03	19.979
	Thereafter	3,772.60	21.765
A 7667	*Clerk, Trainee		
	1st 3 months	\$1,890.20	\$10.905
	2nd 3 months	2,025.40	11.685
	3rd 3 months	2,208.44	12.741
	4th 3 months	2,422.33	13.975
	5th 3 months	2,648.71	15.281
	Promote, transfer or terminate	2,923.79	16.868
D 7669	*Clerk, Typist		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,851.68	16.452
	3rd 6 months	3,238.56	18.684
	Thereafter	3,403.05	19.633

* Entering level job

Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7947	*Typist		
	1st 3 months.....	\$2,126.80	\$12.270
	2nd 6 months.....	2,256.63	13.019
	3rd 6 months.....	2,492.88	14.382
	4th 6 months.....	2,707.99	15.623
	5th 6 months.....	2,923.79	16.868
	Thereafter	3,238.56	18.684
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,025.40	\$11.685
	2nd 3 months.....	2,208.44	12.741
	3rd 3 months.....	2,422.33	13.975
	4th 3 months.....	2,648.71	15.281
	5th 6 months.....	2,851.68	16.452
	Promote, transfer or terminate	3,080.83	17.774
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,422.33	\$13.975
	2nd 6 months.....	2,707.99	15.623
	3rd 6 months.....	3,080.83	17.774
	Thereafter	3,526.12	20.343
	<i>Promote to Material Handler, transfer or terminate</i>		

* Entering level job

**ADDENDUM TO EXHIBIT A
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7654	Aide, Laboratory		
	1st 6 months	\$3,238.56	\$18.684
	2nd 6 months	3,403.05	19.633
	As qualified	3,565.47	20.570
	Thereafter	3,772.60	21.765
F 7655	*Clerk, Field Office		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months	2,923.79	16.868
	As qualified	3,238.56	18.684
	As qualified	3,403.05	19.633
	As qualified – promote	3,650.92	21.063
	<i>Promote to Records Clerk, transfer or terminate</i>		
C 7663	*Clerk, Junior Field Office		
	1st 3 months	\$2,126.80	\$12.270
	2nd 3 months	2,256.63	13.019
	3rd 3 months	2,492.88	14.382
	4th 3 months	2,707.99	15.623
	5th 3 months	2,923.79	16.868
	Promote, transfer or terminate	3,238.56	18.684

* Entering level job

Addendum to Exhibit A **Shop Services and Instrumentation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8311	*Clerk, Report		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months.....	2,851.68	16.452
	3rd 6 months.....	3,038.71	17.531
	As qualified	3,238.56	18.684
	As qualified	3,463.03	19.979
	Thereafter	3,772.60	21.765
	<i>Promote to Records Clerk, transfer or hold</i>		
D 7669	*Clerk, Typist		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months.....	2,851.68	16.452
	3rd 6 months.....	3,238.56	18.684
	Thereafter	3,403.05	19.633
E 9577	*Helper, Apparatus Repair		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months.....	2,923.79	16.868
	3rd 6 months.....	3,238.56	18.684
	4th 6 months.....	3,403.05	19.633
	Thereafter	3,655.08	21.087
E 9583	*Helper, Testman		
	1st 6 months	\$2,683.20	\$15.480
	2nd 6 months.....	2,851.68	16.452
	Promote, transfer or terminate	3,257.63	18.794
	<i>At the conclusion of 12 months, promote to</i>		
	<i>Meter Shop Testman at.....</i>	<i>3,659.59</i>	<i>21.113</i>
	<i>Transfer to Helper in another classification</i>		
	<i>or terminate</i>		

* Entering level job

Addendum to Exhibit A **Shop Services and Instrumentation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9754	*Laborer		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633
E 9840	Repairman, Distribution Transformer		
	.....	\$3,655.08	\$21.087
C 9963	*Utilityman		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633
D 9980	*Worker, Warehouse		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,526.12	20.343

* Entering level job

ADDENDUM TO EXHIBIT A
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9054	*Attendant, Automotive		
	1st 6 months	\$2,422.33	\$13.975
	2nd 6 months	2,707.99	15.623
	3rd 6 months	3,080.83	17.774
	Thereafter	3,403.05	19.633
E 7651	*Clerk, Correspondence		
	1st 3 months	\$2,564.12	\$14.793
	2nd 3 months	2,707.99	15.623
	3rd 3 months	2,851.68	16.452
	4th 6 months	3,038.71	17.531
	5th 6 months	3,238.56	18.684
	Thereafter	3,565.47	20.570
D 7510	*Clerk, Junior Correspondence		
	1st 3 months	\$2,256.63	\$13.019
	2nd 3 months	2,422.33	13.975
	3rd 3 months	2,648.71	15.281
	4th 3 months	2,851.68	16.452
	5th 6 months	3,080.83	17.774
	Promote, transfer or terminate	3,403.05	19.633

* Entering level job

Addendum to Exhibit A Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 8113	*Clerk, Transportation Accounting III		
	1st 6 months	\$2,564.12	\$14.793
	2nd 6 months.....	2,851.68	16.452
	3rd 6 months.....	3,238.56	18.684
	Promote, transfer or terminate	3,565.47	20.570
F 9578	Handler, Assistant Material		
	1st 6 months	\$3,080.83	\$17.774
	2nd 6 months.....	3,238.56	18.684
	3rd 6 months.....	3,403.05	19.633
	4th 6 months.....	3,565.47	20.570
	Promote to job code indicated	3,772.60	21.765
	<i>Promote to Material Handler, transfer or terminate</i>		

* Entering level job

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EXHIBIT B

Geo. Location	Working Unit	Steward
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CONSTRUCTION FIELD FORCES

Alhambra	(Clerical)	1
Alhambra	(Each Crew)	1
Highgrove	(Each Crew)	1

CORPORATE REAL ESTATE**Facility Operations Division**

Alhambra		1
Rosemead		5
Long Beach		1
Rialto		2

CUSTOMER SERVICE OPERATIONS DIVISION

Eastern	(Redlands, Palm Springs, San Jacinto)	1
Inland	(Ontario, Foothill, Victorville, Bishop)	1
Northern	(Tulare, Porterville, Valencia, Tehachapi, Antelope Valley)	1
Westminster		1
North Coast	(Ventura, Santa Barbara, Thousand Oaks, Santa Monica)	1
Orange County	(Huntington Beach, Fullerton, Santa Ana, El Toro)	1
San Gabriel Valley	(Covina, Montebello, Monrovia, Whittier)	1
Western	(Long Beach, South Bay, Dominquez Hills)	1

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
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ELECTRIC DISTRIBUTION BUSINESS UNIT*

Antelope Valley	Transmission	3
Arrowhead		2
Barstow	Transmission	2
Bishop	Transmission	2
Blythe		1
Central Orange County		3
Covina		4
Dominguez Hills		3
Foothill		3
Kernville		1
Long Beach		3
Mammoth/Bishop		1
Monrovia		3
Montebello		3
North Orange County		3
Ontario		3
Orange Coast		3
Palm Springs		3
Redlands		3
Rialto RPC		1
Ridgecrest		2
Saddleback		3
San Jacinto Valley		4
San Joaquin Valley		4
Santa Barbara		3
Santa Monica		3
Shaver Lake		1
South Bay		3
Tehachapi		1
Thousand Oaks		3
Twentynine Palms/Yucca Valley		2
Valencia		3

* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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ELECTRIC DISTRIBUTION BUSINESS UNIT*
(Continued)

Ventura		3
Victorville		4
Whittier		3

HYDRO GENERATION DIVISION

Big Creek #1	(Hydro Operators)	2
	(Mechanical	
	Maintenance)	2
	(Electrical Maintenance)	2
	(Outside Maintenance	
	- Each Crew)	1
	(Hydro Clerical)	1
	(Utility Crew)	1
Big Creek #3	(Hydro Operators)	2
	(Hydro Maintenance)	2
	(Outside Maintenance)	1
Big Creek #8	(Hydro Operators)	2
Bishop (except		
Mono Basin)		2
Control Station	(Hydro Dispatchers)	2
East End Stream		
Flow Plants		2
Kaweah #1, 2, 3 &		
Tule River		2
Kern River #3	(Hydro Operators)	2
	(Hydro Maintenance)	2
Mono Basin		2

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
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INFORMATION TECHNOLOGY

Alhambra Division Office		1
Eastern Region	(Rialto Area)	1
Northern Region	(Ventura Area)	1
	(San Joaquin Valley District)	1
General Office		1
Southern Region	(Fullerton)	1
SONGS		1
TCC	(Irvine Operations Center)	1
Western Region	(Lighthipe)	1

PROCUREMENT AND MATERIAL MANAGEMENT DEPARTMENT Logistics Division

Big Creek	1
Dominguez Hills	1
Irwindale	2
Rialto	1
Ventura	1
Westminster	2

SHOP SERVICES AND INSTRUMENTATION DEPARTMENT

Westminster	4
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SHOP SERVICES AND INSTRUMENTATION DEPARTMENT — LOCKHEED MARTIN

Lockheed/Palmdale	1
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* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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SYSTEM OPERATION DIVISION

Alhambra		1
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TRANSPORTATION SERVICES DEPARTMENT

Pomona		2
Eastern Division		7
Northern Division		6
Southern Division		4
Western Division		5

TRANSMISSION/SUBSTATION DIVISION**Substation Work Bases***

Alhambra	(Support Services)	1
Callectic		2
Center		2
Chino		1
Dalton		1
Del Amo		2
Devers		2
Eldorado	Transmission	2
Ellis		2
El Nido		2
La Cienega		2
La Fresa		2
Laguna Bell		2
Lancaster	(Maintenance)	1
Lighthipe		3
Lugo		2
Magunden	Transmission	2
Mesa		3

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
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TRANSMISSION/SUBSTATION DIVISION

Substation Work Bases*

(Continued)

Mira Loma		2
Moorpark	Transmission	3
Padua		2
Pardee		2
Rector		2
San Bernardino-		
Rialto	(Maintenance Crews)	2
Santa Clara		2
Santiago		2
Serrano	(Maintenance)	1
SONGS Mesa	(Maintenance)	1
State St. & Daisy		2
Valley		2
Vestal		2
Victor	(Maintenance)	1
Villa Park		2
Vincent		2
Vista		2
Walnut		2

Transmission Work Bases*

Central Orange County	2
Dominguez Hills	3
Rialto	2
Covina	2
San Joaquin Valley	2
Santa Paula	2
Valencia	1

* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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TRANSMISSION/SUBSTATION DIVISION
Transmission Work Bases*
(Continued)

Eldorado) See	
Magunden	) Substation Work Bases	
Moorpark	) See DISTRIBUTION	
Antelope Valley	) BUSINESS UNIT	
High Desert-)	
Barstow)	
Bishop)	

* Including other work groups where indicated.

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EXHIBIT D

Code	Job Title
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DISTRIBUTION BUSINESS UNIT

M 9601	Journeyman/Lineman
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HYDRO GENERATION DIVISION

L 9340	Electrician
J 9646	Mechanic, Maintenance
L 9986	Welder, Layout

**SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT**

L 9832	Repairman, Electrical
L 9986	Welder, Layout
L 9991	Welder, Certified

STEAM DIVISION

L 9340	Electrician
L 9622	Machinist, Maintenance
M 9834	Repairman, Instrument

TRANSMISSION/SUBSTATION DIVISION**(Construction Field Forces)**

L 9400	Electrician, Construction
M 9986	Welder, Layout
M 9993	Welder, Construction
L 9622	Machinist, Maintenance
M 9866	Splicer, Cable

(Substation)

L 9340	Electrician
L 9390	Electrician, Battery
M 9871	Splicer, Substation Cable

(Transmission)

M 9601	Journeyman/Lineman
M 9877	Splicer, Transmission Cable

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EXHIBIT E

Supervisory classifications inside the Bargaining Unit included under certification dated June 26, 1946, Case No. 21-R-3156, and certification dated June 7, 1946, Case No. 21-R-3233.

Code	Job Title
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**CORPORATE MATERIALS
MANAGEMENT DIVISION**

L 9325	Driver, Supervising Transportation
L 8940	Supervisor, Material and Equipment Sales
L 9909	Supervisor, Warehouse I
K 9063	Supervisor, Warehouse II
J 9066	Supervisor, Warehouse III

**CORPORATE REAL ESTATE
Facility Operations Division**

E 9462	Foreman, Assistant Janitor
L 9463	Foreman, Building Carpenter
L 9467	Foreman, Building Mechanical
L 9469	Foreman, Building Painter
N 9486	Foreman, Electrical Maintenance
G 9493	Foreman, Porter
E 9904	Subforeman, Porter

**CUSTOMER SERVICE
OPERATIONS DEPARTMENT**

9455	Specialist, Supervising Meter Support
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Exhibit E

Code	Job Title
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DISTRIBUTION BUSINESS UNIT

K 7017	Accountant, Supervising Distribution
8282	Accountant, Supervising Construction/Maintenance
8288	Bookkeeper, Supervising Streetlight
P 9476	Foreman, Distribution Apparatus
Q 9481	Foreman, Electrical Crew
N 9490	Foreman, Light Insulator Washer
Q 9473	Foreman, Training Crew
8285	Specialist, Supervising Joint Pole
K 7871	Supervising, Field Service Representative
Q 9825	Technician, Test Supervising
8279	Technician, Supervising Mapping
O 9501	Troubleman

HYDRO GENERATION DIVISION

M 9484	Foreman, Hydro Maintenance
G 9485	Foreman, Labor
M 8698	Operator, Chief B.P.
M 8710	Operator, Chief K.R.
K 9882	Subforeman, Camp
L 9890	Subforeman, Flumes & Structures, B.P.

INFORMATION TECHNOLOGY

K 7295	Clerk, Supervising Division
J 7250	Clerk, Supervising Material
E 7689	Operator, Asst. Supvg., Telephone
P 9956	Technician, Supervising Communication
O 9957	Technician, Systems Communication

Code

Job Title

**SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT**

K 7295 Clerk, Supervising Division
9328 Clerk, Supervising Warehouse
P 9241 Foreman, Electrical Apparatus Repair
9242 Foreman, Welder

STEAM DIVISION

L 7260 Clerk, Supervising Station
N 9898 Subforeman, Mechanical Steam

TRANSPORTATION SERVICES DEPARTMENT

O 9478 Foreman, District Automotive A
M 9480 Foreman, District Automotive B
L 9483 Foreman, District Automotive C
O 9507 Foreman, Traveling Automotive
L 9641 Mechanic, District Automotive
L 9878 Subforeman, Automotive
L 9892 Subforeman, Hydraulic Shop

TRANSMISSION/SUBSTATION DIVISION**(Construction Field Forces)**

O 9757 Operator, Supervising Construction
Equipment
P 9475 Foreman, Cable

(Substation)

N 8699 Operator, Chief Engine
M 8702 Operator, Chief Substation
M 8712 Operator, Chief, Switchboard Diesel
O 9902 Subforeman, Mechanical Substation
Q 9825 Technician, Test Supervising

Exhibit E

Code

Job Title

TRANSMISSION/SUBSTATION DIVISION (Continued)

(Transmission)

N 9490	Foreman, Light Insulator Washer
O 9796	Patrolman, Senior
N 9918	Supervisor, Road & RW

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EXHIBIT F

Special bid/arbitration provisions apply to these classifications — see Letters of Agreement listed in the footnotes below. An incumbent employee in an Exhibit F position is considered qualified to bid his/her same position at another location and may only be outbid for such a position by a more senior qualified bidder.

Code

Job Title

**CUSTOMER SERVICE
OPERATIONS DIVISION**

Meter Technician 6

HYDRO GENERATION DIVISION

M 8675	Operator, Chief Base Plant ¹
N 8787	Operator, Chief Hydro Station ¹
N 9485	Foreman, Hydro Maintenance — Electrical
N 9491	Foreman, Hydro Maintenance — Civil.
N 9498	Foreman, Hydro Maintenance — Mechanical
N 9658	Working Foreman — CFF

**SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT**

N 9948	Technician, Electrical Apparatus A
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APPENDIX

The following extra-contractual agreements and letters are in effect and remain in force during the term of this Agreement:

Page	Subject
40-46	—“Body Broker” Arbitration/Mediation Settlement Agreement (Art. VII.K)
57-58	—9/80 Work Schedule — TSD
14	—Apprenticeship Training in Transmission/Substation (Art. VII.A)
37-38	—Automatic Progression from Warehouse Worker to Material Handler PAMM (Art. VII.A)
10-12	—Bidding of Lineman/Splicer Vacancies in the Distribution Business Unit
39	—Career Counseling (Art. VII.E)
47	—Class A or B Drivers License
21-22	—Company Provided Rain Gear
18-21	—Customer Service Overtime Procedure (Art. IX.I and XII.C)
12-13	—Discontinuance of Dual Seniority in Transmission/Substation and Construction Field Forces (Art. VII.A)
30-31	—Establishment of New Permanent Shifts TSD/CMM (Art. IX.A)
27	—Establishment of System Operation as a Separate Working Unit (Art. VII.B, XIV.C and XIV.D)
38-39	—Exception to the 35-Mile Assignability Rule
32-35	—Expedited Arbitration (Art. V)
13-14	—Formation of Transmission/Substation Division (Art. VII.A)
47-52	—Four Day/Ten Hour Work Schedule (Art. IX.A)

Appendix

- 76-79 —Groundman "A" Agreement (Revision To) (Art. VII.C.2)
- 8-10 —Identification of "Policy" and "Me Too" Grievances (Art. IV.E)
- 31 —Meter Reader/FSR Climbing School Provision (Art. VII.A)
- 53-57 —Nite Line Crews (Art. IX.A)
- 66-67 —Part Time Meter Readers Seniority Agreement (Art. VII.K.2)
- 68-69 —Part Time Meter Readers Transfer Process (Art. VII.D)
- 58 —Pepper Spray Training
- 70-75 —Pilot Program for Bargaining Unit Training Foreman (Art. VII.C.2)
- 35-36 —Promotional Testing (Art. VII.A)
- 7-8 —Provision for Substation Operating Personnel (Art. IX.B)
- 1-7 —Provision for System Operating Personnel (Art. IX.B)
- 15 —Related Work Experience for Test Technician (Art. VII.A)
- 15-16 —Related Work Experience for Apprentice Electrician (Art. VII.A)
- 26 —Restructuring of Job Classifications (Art. XII.A)
- 29 —SONGS Agreement (Art. XII.A)
- 58-59 —Steward Training (Art. I.B)
- 16-17 —Summer Hours Letter of Understanding (Art. IX.A)
- 22 —Temporary Base Assignments in Construction Field Forces Division (Art. XIV.C)
- 22-26 —Transmission/Substation, Construction Field Forces and Transportation Services Fixed Expenses (Art. XIV.C)
- 29 —Transportation Services Clothing Provisions

- 59-65 —Troubleman (Art. VII.A, IX.I, XIV.B and IX.B)
- 28 —Union Leaves of Absence (Art. X.D)
- 52-53 —Winter Cabin Allowance (Art. XIV.C)

PROVISION FOR SYSTEM OPERATING PERSONNEL

(Reference to System Operator applies to Transmission System Operator or Subtransmission System Operator as appropriate.)

1. Station Manning: Supervision will determine the number of persons to be included in a shift rotation at a station. A normal rotation will consist of five or more System Operators.

A number of shift options have been made available to the System Operators as a part of this Paragraph M Agreement.

Voting: If the System Operators at a station express an interest in changing from their existing shift rotation, the Union will conduct a vote of the affected Union members at the station.

Such voting will be conducted during the first two weeks of October of each year to determine if a new shift will be implemented for the following year.

A 60% or greater majority of the votes cast will be required to implement a new shift rotation.

2. Fixed Graveyard Shifts

A. Establishing a Fixed Graveyard Shift Rotation (FGS):

At stations where at least one crew member desires to fill a fixed graveyard shift, a vote may be conducted concerning the establishment of a FGS rotation. A crew that votes to establish a FGS must also vote to select an "alternate" regular shift rotation (from Item 3.B. or D. below) to revert to in the event that a position on the FGS rotation becomes vacant and goes unfilled and the vacancy can only be filled by a bidder for a regular rotating shift schedule.

B. Filling a Vacant Fixed Graveyard Shift on a FGS Schedule:

If a FGS is established and the fixed graveyard shift is subsequently vacated, the senior System Operator at the station who so desires may move to the vacant fixed graveyard shift without the necessity of posting a job bid. If the vacant fixed graveyard shift is not filled from within the crew, it will be posted for bid.

C. Filling a Vacant Rotating Shift Position at a FGS Station:

If a vacancy occurs in the rotating shifts, the fixed graveyard System Operator may elect to move to a rotating shift without the necessity of a job bid being posted. If the vacancy is not filled by the fixed graveyard crew member, it will be posted for bid.

D. Posting Job Bids at Locations with a FGS Schedule:

A System Operator vacancy on a FGS that is not filled by a volunteer on the crew will be posted as follows:

(1) A Fixed Graveyard vacancy will be bid as "System Operator — FGS — Fixed Graveyard Shift."

To expedite filling the vacancy at the station (in the event there are no qualified bidders for the fixed graveyard shift), the Company may simultaneously post a bid for "System Operator — Regular Rotating Shift schedule" with a note that the bid "will only be awarded if there is no qualified bidder for the FGS — Fixed Graveyard vacancy; *i.e.*, Bid No. _____ above."

Appendix

If there are no qualified bidders for the fixed graveyard shift, the vacancy at the station will be awarded to the senior qualified bidder for the "Regular Rotating Shift schedule" and the crew will revert to their "alternate" rotating shift schedule that was selected at the time the FGS schedule was implemented. (The FGS will be cancelled at that location until it is subsequently reestablished as indicated above.)

(2) If the vacancy is on a rotating shift, it will be bid as "System Operator — FGS — Rotating Shift."

To expedite filling the vacancy at the station in the event there are no qualified bidders for the rotating shift on the FGS schedule, the Company may simultaneously post a bid for "System Operator — Regular Rotating Shift schedule" with a note that the bid "will only be awarded if there is no qualified bidder for the FGS — Rotating Shifts vacancy; i.e., Bid No. _____ above."

If there are no qualified bidders for the "FGS — Rotating Shift vacancy," the vacancy at the station will be awarded to the senior qualified bidder for the "Regular Rotating Shift schedule" and the crew will revert to their "alternate" rotating shift schedule that was selected at the time the FGS schedule was implemented. (The FGS will be cancelled at that location until it is subsequently reestablished as indicated above.)

3. Optional Shift Rotations: The shift and days off sequences for the various options available are as follows:

A. Fixed Graveyard: A System Operator on a five- or six-man rotation assigned to a fixed graveyard shift will work Monday through Friday. Days off sequence shall be Saturday–Sunday.

B. Five-Person System Operator Rotation

(1) Backward Rotation-5

Shift sequence shall be swing, days, graveyard, relief days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation-5

Shift sequence shall be days, swing, graveyard, relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

C. Five-Person System Operator Rotation with a Fixed Graveyard Shift

(1) Backward Rotation/Fixed Graveyard-5

Shift sequence shall be swing, days, graveyard/relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday.

(2) Forward Rotation/Fixed Graveyard-5

Shift sequence shall be days, swing, graveyard/relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday.

D. Six-Person System Operator Rotation

(1) Backward Rotation-6

Shift sequence shall be swing, days, graveyard, relief days, days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation-6

Appendix

Shift sequence shall be days, swing, graveyard, relief days, days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday, Saturday–Sunday.

E. Six-Person System Operator Rotation with a Fixed Graveyard Shift

(1) Backward Rotation/Fixed Graveyard-6

Shift sequence shall be swing, days, graveyard/days, relief days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation/Fixed Graveyard-6

Shift sequence shall be days, swing, graveyard/days, relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

4. Shift Changes for System Operators

A. One System Operator on a shift rotation is designated as the relief System Operator. A relief System Operator will fill shift vacancies in his/her classification. Filling such vacancies may require changes in shift or days off or both.

B. A relief System Operator may be assigned to fill day shift vacancies and perform the same duties as the Substation Operators assigned to their work base. They will not be required to perform such duties at stations where they have not been previously qualified except in emergencies.

C. If the System Operator on the board in charge of the day shift determines that the relief System Operator, who has been assigned to perform Substation Operator duties, is needed to assist with

System Operator duties, the relief System Operator will return to or remain on the board and the Substation Operation Supervisor will be notified of the change in duties. The Substation Operation Supervisor will determine if additional personnel are needed to perform the Substation Operator duties.

D. A System Operator assigned to a Fixed Graveyard Shift will not be subject to a shift change except:

- (1) As provided elsewhere in this agreement.
- (2) When assigned to training.
- (3) When necessary due to poor job performance or discipline.

5. Training

A. (1) A new System Operator will be provided five (5) days of classroom training on basic system operating techniques. Such training may or may not be in consecutive days.

(2) A new System Operator will be provided three (3) days of computer training. Approximately one-half day of training will be provided on each system. Such training may or may not be in consecutive days.

B. Approximately once every three years, System Operators will be provided three (3) days of formal training on PMS, DAS, PC, New Relays and Protection Schemes. Such formal training may be provided by qualified local supervision.

C. (1) A new set of eight or more Operating Reviews will be developed and provided for training. Such reviews will be suitable for adaptation to a station's jurisdiction.

(2) Local supervision will assign one review for each System Operator to complete each quarter.

Appendix

Assistance will be provided each System Operator to ensure completion of the assigned review.

D. It will be incumbent upon the Company to provide training as set forth above. Likewise it will be incumbent upon each employee to participate in training as assigned.

6. New Rate of Pay for Higher Job Classification

A. In the event an employee is not moved to a new work location within eight (8) weeks of the posting of the job award, the employee will begin to receive the new rate of pay. This provision will not apply if the employee requests in writing that the move date be delayed for his/her convenience and the Company can accommodate the request.

B. If an employee is awarded an operator job classification at a higher rate of pay than the employee is currently receiving, the employee will be assigned the new job classification and receive the higher rate at the time he/she begins to break in.

Additional reference Art. IX.B.

PROVISION FOR SUBSTATION OPERATING PERSONNEL

Substation Operator's shift sequence and days off sequence will be established locally to suit local conditions. Substation Operator schedules shall avoid overlap conflict with System Operator schedules. One Substation Operator in a rotation on day shift will be designated each week as subject to fill vacancies in the rotation at his base. Filling such vacancies may require changes in shift or days off or both. Non-designated Substation Operators will be subject to shift or days off change or both to fill vacancies in the event the designated Substation Operator has no normal time available. Effort will be

made to maintain a reasonable balance in the crew for such non-priority relief duty.

Substation Operators will be given the opportunity to work 12 hour shifts to fill vacancies before such vacancies are filled on overtime out of classification. Shift change that would result in an Operator's previously scheduled shift being filled at overtime shall be avoided.

Substation Operators' schedules may be changed from time to time to fit changing needs and conditions.

GENERAL

Holiday time off on a regular schedule day shift may be granted by use of normal time of relief System Operator, Substation Operator or Chief Operator. An employee is entitled to take a floating holiday as a birthday holiday, if he so elects, provided he schedules it at the time he schedules his vacation.

Changes in establishing work base will be made in accordance with the Agreement to satisfy changes in operating requirements.

Additional reference Art. IX.B.

IDENTIFICATION OF "POLICY" AND "ME TOO" GRIEVANCES

In conjunction with the 1987-88 negotiations between the parties with respect to the grievance procedure, the parties agree to establish a "me too" concept for the pending of grievances. In this respect, the parties agree to the following:

1. Either party may propose in writing to the other that a grievance be designated as a "policy" grievance, provided no other active grievance on the same subject or issue has been designated and

Appendix

mutually agreed to. The receiving party shall respond in writing its decision to concur or not. A grievance may be proposed as a policy grievance until the time it is appealed to Step 3 or Review Step.

2. Either party may propose in writing to the other a grievance be designated as a "me too" grievance provided there is a mutually agreed to and active policy grievance on the same issue or subject to which to associate the "me too" grievance. The receiving party shall respond in writing its decision to concur within 30 calendar days.

A grievance may be proposed as a "me too" grievance until the time it is appealed to Step 3 or Review Step.

a. Agreed to "me too" grievance will be pended and subject to the outcome of the policy grievance to which it is associated.

b. The time limits provided in Article IV will not apply during the time a "me too" proposal is under consideration by the receiving party.

c. No grievance may be proposed as a "me too" grievance to a more current grievance.

d. The Steward, who files a grievance that is being considered as a policy or "me too" grievance, will be notified as soon as practicable that the grievance will not be processed further until a decision is rendered to concur or not by the receiving party.

3. Failure to respond in 30 calendar days from the date of the proposal is considered non-concurrence with the proposal. Any of the periods within which any of the acts required may be extended by mutual consent of the parties.

4. If the parties are unable to agree on a grievance being designated as a "policy" grievance, or a "me too" grievance being associated with a "policy" grievance, such grievance shall be processed in the normal manner.

5. This Agreement is not intended to eliminate the ability to use the past practice regarding pending of grievances.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company

/s/ J. Michael Mendez

Manager of Personnel and Employee Relations

Date: 3-10-87

Additional reference IV.E

BIDDING OF LINEMAN/SPLICER VACANCIES IN THE DISTRIBUTION BUSINESS UNIT

Problems associated with the bidding of the Lineman/Splicer and Apprentice Lineman/Splicer vacancies in the Customer Service Department have been an ongoing topic of discussions since 1982. To ensure the opportunity for Journeyman to bid to all locations throughout the system while attempting to prevent having an unreasonably high number of apprentices at any given location, the parties have agreed to the following "high/low" bid system:

A. Definition of Terms

1. Apprentice

The term apprentice includes all active Apprentice Linemen/Splicers, first step through sixth step, inclusive.

Appendix

2. Journeyman

The term Journeyman includes all active Journeyman Linemen/Splicers and red circled Senior Cable Splicers in the Customer Service Department.

3. High Ratio District

A high ratio district is a district whose ratio of journeymen to apprentices is equal to or above 2.25 to 1.

4. Low Ratio District

A low ratio district is a district whose ratio of journeymen to apprentices is less than 2.25.

B. Determination of a District's Ratio at a Given Point in Time

1. Each district shall determine whether it is a high ratio or low ratio district for each Journeyman Lineman/Splicer bid posted. The calculation shall be based on the district's status as of the date of the specific job posting. However, if at the time of the bid award the successful bidder's district has become a low ratio district, due to a Journeyman Lineman/Splicer in the district being awarded a bid (includes Exhibit C and E jobs), the bid will instead be awarded to the next bidder from a high ratio district.

2. For the purpose of determining a district's status, an employee who has been awarded a transfer or bid but who has not yet reported to the new job assignment, will be considered as working at the new job assignment as of the date of the job award.

C. Bidding of Customer Service Lineman/Splicer Vacancies

1. The Customer Service Department will bid all Lineman/Splicer vacancies as journeymen with the following exception:

a. In high ratio districts every other Lineman/Splicer vacancy may be bid as an apprentice.

2. Lineman/Splicers in high ratio districts shall be awarded bids in either high ratio or low ratio districts.

3. Lineman/Splicers in low ratio districts shall not be awarded journeyman Lineman/Splicer bids except:

The senior qualified journeyman bidder from a low ratio district will be awarded a job vacancy 1) over transfers or new hires; or 2) before the job is filled as an apprentice by a non-journeyman bidder from a low ratio district.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-9-89

Southern California Edison Company
/s/ J. Michael Mendez
Manager of Employee Relations
3-9-89

Additional reference VII.A

DISCONTINUANCE OF DUAL SENIORITY IN TRANSMISSION/SUBSTATION AND CONSTRUCTION FIELD FORCES

In conjunction with the 1982 negotiations between Southern California Edison Company and Local 47, IBEW, the parties agree to discontinue further accrual of the dual working unit seniority status created with the formation of the E&C Department's

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field division (now called Construction Field Forces) from the construction forces of Transmission and Substation Divisions of Power Supply Department.

A. After December 31, 1982, those employees holding dual seniority shall continue to accumulate working unit seniority only within their assigned working unit.

B. Also after December 31, 1982, accumulated working unit seniority credited for the working unit other than the one which the employee is assigned to, will be banked as of that date. Such seniority may be utilized for job bids in the Construction Field Forces or Power Supply Transmission/Substation Division.

Local #47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
4-19-82

Southern California Edison Company
/s/ J. Michael Mendez
Manager, Labor Relations
4-19-82

Additional reference VII.A

FORMATION OF TRANSMISSION/SUBSTATION DIVISION

As a result of the 1982 negotiations, the Substation Division and Transmission Division working units are deleted and the Transmission/Substation Division working unit is established in Article VII, Section B of the Agreement. Accordingly, accumulated Substation or Transmission working unit seniority is henceforth recognized as Transmission/Substation working unit seniority.

Local #47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
4-19-82

Southern California Edison Company
/s/ J. Michael Mendez
Manager, Labor Relations
4-19-82

Additional reference VII.A

APPRENTICESHIP TRAINING IN TRANSMISSION/SUBSTATION

In conjunction with the 1982 negotiations between the Southern California Edison Company and Local 47, IBEW, regarding the formation of the Transmission/Substation Division working unit, the parties agree to the following criteria as satisfaction of the provisions of Article VII, Section A.3 of the Agreement relating to Apprenticeship training. The applicant must have passed the appropriate test and must normally have at least one year's work experience in the Transmission/Substation Division working unit.

Local #47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
4-19-82

Southern California Edison Company
/s/ J. Michael Mendez
Manager, Labor Relations
4-19-82

Additional reference VII.A

RELATED WORK EXPERIENCE FOR TEST TECHNICIAN

The following guidelines will supersede those agreed to by the parties May 11, 1973.

When an Electrician, Electrical Repairman, Transmission System Operator, Subtransmission System Operator, Hydro Station Operator, Powerhouse Operator, or Relief Powerhouse Operator is awarded the job of Test Technician, he will be placed on the fourth step of the Test Technician wage progression and will remain on such fourth step for a period of one year following which he will progress, if qualified, to the next step.

Local #47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
4-19-82

Southern California Edison Company
/s/ J. Michael Mendez
Manager, Labor Relations
4-19-82

Additional reference Art. VII.A

RELATED WORK EXPERIENCE FOR APPRENTICE ELECTRICIAN

In conjunction with the 1982 negotiations between the Southern California Edison Company and Local 47, IBEW, regarding the formation of the Transmission/Substation Division working unit, the parties agree to the following criteria to determine if an employee in the Transmission/Substation Division, who would otherwise qualify, may be transferred with one year's credit or to the 3rd step of the Apprentice Electrician classification:

1. Three (3) years minimum operating experience to consist of at least one (1) year as Operator Distribution System or higher, with two (2) years total in any combination of the classification of Operator Trainee or Substation Operator.

2. Four (4) years minimum experience, three (3) years of which must be as a Substation Operator or higher and one (1) year in any combination of the classification of Operator Trainee or Substation Operator.

Local #47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
4-19-82

Southern California Edison Company
/s/ J. Michael Mendez
Manager, Labor Relations
4-19-82

Additional reference Art. VII.A

LETTER OF UNDERSTANDING SUMMER HOURS

When the employees assigned to a work group or AOR wish to work summer hours, a vote will be conducted among the employees in each group. (Work groups which are on year round early hours are not eligible for summer hours.) The steward will conduct the vote of all eligible employees and notify the Union and local management of the results. If the majority of the eligible employees in a work group vote to change to summer hours and the change is not detrimental to the Company's operations, the normal start and quit times will be advanced by one hour.

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At locations where a majority, but less than 100%, of the eligible employees, elects summer hours, a minimum of two weeks notice of the new schedule of working hours will be provided before placing them into effect.

Summer hours shall be in effect from the start of the first pay period that begins in June to the end of the first full pay period in September.

CFF EMPLOYEES — NORTHERN AND EASTERN REGIONS ONLY

If the majority of the eligible members on a job vote to change to summer hours, normal start and quit times will be advanced by one hour. When a change in job manning is made that could change the outcome of the original vote, a steward will conduct a new vote of the members on the newly composed crew. (This agreement concerning CFF is covered in more detail in a letter between the parties dated July 21, 1992.)

This agreement is without prejudice to either parties position concerning the provisions of Article IX, Section A.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company

/s/ William Blaine, Jr.

General Manager, Labor Relations

Additional reference IX.A

CUSTOMER SERVICE OVERTIME PROCEDURE

May 27, 1982

Mr. Rae E. Sanborn
Business Manager
Local 47, IBEW, AFL-CIO
12401 Pellissier Road
Whittier, CA 90601

Dear Mr. Sanborn:

The following practices with respect to the assignment of employees to perform work on a planned overtime basis and the calling out of employees for emergency work will be followed uniformly in the Customer Service Department:

Call Out for Emergency Overtime

Service Crews

1. The first call Service Crew will be called for emergency work on a unit basis.

2. If the Service Crew Foreman or upgraded Lineman/Splicer to Service Crew Foreman on the first call crew is not available when called, a Service Crew Foreman will be called in accordance with the Emergency Overtime List.

3. When additional Service Crews are required, the Service Crew Foreman and Lineman/Splicer will be called according to the Emergency Overtime List.

4. If the Lineman/Splicer on the first call is not available when called, a Lineman/Splicer will be called in accordance with the Emergency Overtime List.

5. A Lineman/Splicer temporarily upgraded to Service Crew Foreman will not be called (as a Foreman) until all available Service Crew Foremen

Appendix

have been called in accordance with the Emergency Overtime List (except first call Service Crew).

6. Employees will be assigned to Service Crews as required for training and as necessary to assure equity in the division of overtime.

Call Out for Emergency Overtime

Electrical and Distribution Crews

1. On a two-week basis, beginning the first Monday following pay day, a low emergency overtime Lineman/Splicer (two, in the case of Distribution Crews) and a low emergency overtime Groundman will be assigned to a crew, together with the low overtime Distribution or Electrical Crew Foreman.

2. The low emergency overtime Distribution or Electrical Crew will be called first for all emergency overtime work during the two-week period.

3. If the low emergency overtime Distribution or Electrical Crew Foreman is not available when called, the next low overtime Distribution or Electrical Crew Foreman will be called.

4. If a Lineman/Splicer on the low emergency overtime crew is not available when called, another Lineman/Splicer will be called in accordance with the Emergency Overtime List.

5. Additional employees required to supplement these crews will be called in accordance with the Emergency Overtime List.

6. Additional crews will be called in accordance with the Emergency Overtime List.

Calls made in accordance with the Overtime List shall be made as follows: the employee with the least amount of emergency overtime shall be called first and additional calls shall be made to the

employees with the next lowest amount of emergency overtime.

Planned Overtime

Service Crews

1. Service Crews will be assigned to work planned overtime, not as a unit, in accordance with the planned overtime list, except the extension of work time required prior to or beyond the regular work day.

2. A Lineman/Splicer temporarily upgraded to Service Crew Foreman will not be assigned to work planned overtime until all available Service Crew Foremen have been scheduled to work, except as set forth in Paragraph 1 above.

3. A temporarily upgraded Service Crew Foreman, when assigned to the first call crew, will assume the working schedule of the absent Service Crew Foreman.

a. When a Lineman/Splicer has been assigned an upgrade to Service Crew Foreman and is scheduled to work on his days off which would require the payment of overtime at the upgraded rate, an available Service Crew Foreman on his days off will be assigned to work the prearranged overtime.

Distribution and Electrical Crews

1. Distribution and Electrical Crews will be scheduled for planned overtime in accordance with the planned overtime list, except when working as a unit on an extended day, immediately prior to the beginning of a day, or on a specialized job that requires the same crew to complete a previously assigned job.

Appendix

When employees are assigned to work planned overtime, the employee with the least amount of planned overtime in his classification shall be the first person offered the planned overtime. If additional employees are needed, the employee with the next lowest amount of overtime shall be offered the planned overtime.

Sincerely,

/s/ J. Michael Mendez

J. Michael Mendez

Labor Relations Manager

Approved:

/s/ Rae E. Sanborn

Rae E. Sanborn, Business Manager

Local 47, IBEW, AFL-CIO

Additional references IX.1 and XII.C

LETTER OF UNDERSTANDING COMPANY PROVIDED RAIN GEAR

In conjunction with the negotiations between the Southern California Edison Company and IBEW, Local 47, the Company has agreed to provide quality rain gear for meter readers and field service representatives when they may be required to perform their duties in the rain. The Company has also agreed to provide quality rain gear for Substation Operators, Hydro Operators, HSO IIs, Hydro Attendants, Hydro Maintenance Mechanics, Construction Maintenance Crews, and Hydro Utilitymen, Material Handlers, Clerks, and Warehouse Supervisors I, II and III, on a checkout basis.

Local #47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company
/s/ Mark E. Mikulka
Manager of Labor Strategy

**LETTER OF UNDERSTANDING
TEMPORARY BASE ASSIGNMENTS**

During the 1987-88 negotiations, the parties discussed Temporary Base Assignments in Construction Field Forces Division.

The parties agreed that the decision on whether to establish a temporary base or to travel employees to the job will be made by the CFF Division based upon the economics and circumstances of such situation where the driving time is forty-five (45) minutes to one and one-half (1½) hours.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-10-87

Southern California Edison Company
/s/ J. Michael Mendez
Manager of Personnel and Employee Relations
3-10-87

**TRANSMISSION/SUBSTATION, CONSTRUCTION
FIELD FORCES AND TRANSPORTATION
SERVICES FIXED EXPENSES**

When the company establishes a temporary base, the provisions of this Letter of Understanding shall be in lieu of the provisions of Article XIV, Sections C and D of the Agreement, except as otherwise provided herein, to the employees within the respective groups or sections of the Transportation Services Department and the Construction Field Forces Division of Transmission/Substation where a majority of the employees within a group or section so elect.

Appendix

The Union will conduct the vote of the sections or groups and will notify the Company of the results.

1. Voting

The sections or groups for purposes of voting are:

A. Transportation Services:

a. Travel crews including all Traveling Mechanics and Traveling Servicemen

b. Other Transportation Services Department employees

B. Construction Field Forces:

a. Electrical

b. Civil

c. Mechanical

d. Tools and Equipment

e. Administration

2. Temporary Base Establishment

a. A temporary base may be established by supervision at any location thirty (30) minutes driving time or beyond from the established working base.

b. A temporary base for this purpose is defined as a temporary work location designated by the Company.

3. Temporary Base Allowances

When the Company establishes a temporary base, the following provisions will apply:

a. An employee assigned to a temporary base sixty-five (65) road miles or less from the employee's established working base will be paid a per diem allowance of \$39.40 per work day.

b. An employee assigned to a temporary base more than sixty-five (65) road miles from the employee's established working base will, at his election, receive either:

(1) A per diem allowance of \$69.00 per work day, or

(2) Lodging designated and provided by the Company and fixed meal expenses as set forth in the Agreement for each day worked.

c. No allowance or lodging will be provided or paid for vacation days, regular days off not worked, or holidays attached thereto. An employee who remains at the temporary base shall receive the per diem allowance or lodging set forth in paragraphs 3.b.(1) and (2) for all other days not worked in accordance with the current term of the Agreement.

4. Transportation

The following transportation provisions will apply only when the temporary base is more than sixty-five (65) road miles from the employee's established working base.

a. Transportation to the temporary base and return to the established working base will continue to be available in accordance with the current terms of the Agreement.

b. Transportation will be provided from a transportation assembly point to the temporary base and return each work day.

c. A transportation assembly point for this purpose shall be determined by the Company. The transportation assembly point will be designated at a reasonable central location based on local available accommodations.

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5. Travel Time

A. The time spent by an employee in traveling from his established working base to a temporary working base and return at the beginning and end of the temporary base assignment shall be paid for by the Company.

b. That time spent traveling more than twenty-five (25) minutes each way from the transportation assembly point to the temporary base and return each work day shall be paid for by the Company. An employee who reports directly to the temporary base shall be paid the same travel time as an employee utilizing Company transportation.

6. Period of Temporary Base Assignment

The period of temporary base assignment ends when an employee is returned on Company time by the Company to his established working base.

7. Exceptions

a. In the event of an emergency, the provisions of Article XIV, Section C, may be applied if supervision so directs.

b. The provisions of Article XIV, Section D, which become operable when an employee works overtime shall be applicable to employees covered by this Letter of Understanding.

8. Duration

a. The term of this Letter of Understanding shall continue until the 31st day of December, 1996, and for additional periods as agreed to by the parties. Should either party desire to modify any portion of the terms of this Letter, such modifications shall be negotiated simultaneously but separately from other proposed changes to the Agreement during general negotiations. It is understood that specific reference to reopen this Letter will not be required in the

Union's initial notification to open general negotiations.

b. Employees within each of the sections or groups as listed in paragraph 1 above may, with a majority vote, elect to discontinue the provisions of this Letter.

Additional reference XIV.C

RESTRUCTURING OF JOB CLASSIFICATIONS

Effective April 9, 1984, a series of new job classifications will be established. Concurrently, the corresponding existing job classifications will be closed. The affected classifications, rates of pay and step progressions are set forth in the attached list. The 1984 General Increase will be applied to the closed classifications but not to the new classifications.

Any employee hired prior to the signing date of this Agreement will be considered "grandfathered." Any such employee who remains in or enters any of the affected closed classifications will receive the rates of pay and step progressions as set forth for the closed classifications.

Any person, other than a "grandfathered" employee, who after the signing date of this Agreement, enters any of the affected new classifications will receive the rates of pay and step progressions as set forth for the new classifications.

Local #47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

4-03-84

Southern California Edison Company

/s/ J. Michael Mendez

Director of Labor Relations

4-03-84

Additional reference XII.A

ESTABLISHMENT OF SYSTEM OPERATION AS A SEPARATE WORKING UNIT

As a result of the 1987-88 negotiations, the System Operations Division, previously under the Telecommunication Division's working unit, is established as a separate working unit in Article VII, Section B(1) of the Agreement.

1. Employees who have accrued Telecommunications Working Unit Seniority prior to the signing date of the 1987-1988 Agreement will be considered to have an equal amount of accrued System Operations Working Unit Seniority.

2. As of the signing date of the 1987-1988 Agreement, employees working in the Telecommunications working unit shall accumulate working seniority only in their assigned working unit.

3. As of the signing date of the 1987-1988 Agreement, employees in the System Operations working unit shall accumulate working unit seniority only in their assigned working unit.

4. Employees may use their dual banked seniority for job bids or transfers in the Telecommunications or System Operations working units.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-10-87

Southern California Edison Company
/s/ J. Michael Mendez
Manager of Personnel and Employee Relations
3-10-87

Additional references VII.B, XIV.C and XIV.D

UNION LEAVES OF ABSENCE

During the 1987 contract negotiations, the Company reaffirmed its policy not to discriminate against former employees who worked for Local 47. In addition, the parties agreed to the following:

1. Individuals who exhaust their leaves of absence under Article X, Section D while working for Local 47 shall be afforded accelerated and expanded rehire consideration rights.

2. Such an individual's application for employment will be processed on an accelerated basis and placed into the immediate candidate pool for identified vacancies for which he is qualified rather than waiting in sequence to be placed in that pool.

3. Such an individual shall be required to meet the Company's hiring standards including the passing of applicable pre-employment tests for the jobs under consideration.

4. Such an individual shall inform the Manager of Labor Relations of the jobs and work locations for which he seeks re-employment.

5. Such an individual relinquishes accelerated and expanded rights if he rejects two job offers for a job he has identified under point 4.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-10-87

Southern California Edison Company

/s/ J. Michael Mendez

Manager of Personnel and Employee Relations

3-10-87

Additional reference X.D

Appendix

TRANSPORTATION SERVICES CLOTHING PROVISIONS

In conjunction with the 1993-1994 negotiations between Southern California Edison Company and Local 47, IBEW, the Company agreed to provide uniforms to garage employees in the Transportation Services Department.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company

/s/ William Blaine, Jr.

General Manager of Labor Relations

SONGS AGREEMENT

In conjunction with the 1989-1990 negotiations, discussions were held concerning the bonus paid to certain journeyman classifications working at the San Onofre Nuclear Generating Station under the Agreement between the Southern California Edison Company and Local 246, UWUA. It was agreed to apply this bonus to journeyman classifications represented by Local 47, IBEW working at San Onofre Nuclear Generating Station provided such journeymen are required to meet the terms and conditions of eligibility for the bonus as set forth in the UWUA Agreement.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-9-89

Southern California Edison Company

/s/ J. Michael Mendez

Manager of Employee Relations

3-9-89

Additional reference XII.A

**ESTABLISHMENT OF NEW
PERMANENT SHIFTS — TSD/CMM**

Concerning the establishment of new permanent shifts in the:

- A. Transportation Services Department
- B. Corporate Materials Management

During the negotiations for the 1989-90 agreement, it was agreed that the aforementioned departments would be allowed to reassign existing employees at a work base to fill a new permanent shift at their work location without use of the bid or the reduction of forces procedures of the agreement. This procedure would apply only to newly established permanent shifts and it is not to be used for the temporary assignment of employees to a shift.

Procedure:

1. Vacancies on the new permanent shift will first be offered to volunteers in the classifications at the work base. Employees with the highest working unit seniority will be given preference.
2. If volunteers are insufficient to fill the vacancies on the new shift, employees at the work base will be assigned to the new shift by classification based on low working unit seniority.
3. Supervision on newly established shifts will be filled by job bid.

In the event a shift, which has been established under this procedure, is to be eliminated, the employees on the eliminated shift will be transferred to shifts at the work base, based on their working unit seniority.

Appendix

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-9-89

Southern California Edison Company

/s/ J. Michael Mendez

Manager of Employee Relations

3-9-89

Additional reference IX.A

METER READER/FSR CLIMBING SCHOOL PROVISION

As a result of the 1989-90 negotiations, agreement was reached that Meter Readers I and II or Field Service Representatives I and II would be eligible to attend a two-day climbing school after the completion of six months or more service in said classifications.

It was further agreed that henceforth Meter Readers I and II or Field Service Representatives I and II must satisfy the requirements of Article VII, Section A, paragraph 3 in order to be eligible for apprentice training.

In keeping with the above, it was agreed to delete and cancel Article VII, Section A, paragraph 4 of the Agreement.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-9-89

Southern California Edison Company

/s/ J. Michael Mendez

Manager of Employee Relations

3-9-89

Additional reference Art. VII.A

EXPEDITED ARBITRATION

1. The provisions of Article IV and Article V are modified to provide for an expedited arbitration procedure. It is understood and agreed the parties shall use best efforts to utilize this expedited arbitration procedure to the fullest extent practicable.

All grievances properly appealed to arbitration involving loss of income to the employee due to the disciplinary action of suspension will be subject to this procedure. A termination grievance may also be arbitrated under this procedure provided there is mutual agreement to do so.

2. If either party elects to be represented by an attorney, notice shall be provided to the other party as soon as practical, but no less than fifteen (15) days prior to the date scheduled for the arbitration hearing. This period may be shortened for good cause.

3. Either party may utilize a certified shorthand reporter and any per diem expense for the reporter will be borne by the Company. The expenses of a transcript will be borne by the party who requests its preparation.

4. Each party commits to use reasonable efforts to conclude a hearing in one day or less consistent with the obligation to fairly and objectively present and prosecute its case.

5. a) An ad hoc panel of at least three (3) arbitrators will be chosen to serve for an annual term to hear cases under this procedure.

b) If the parties are unable to reach agreement on a full panel of arbitrators, they will follow the selection procedure as outlined in Article V, Section C for the remaining unfilled positions.

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6. The parties agree to schedule arbitrators annually on a rotating basis, depending upon their availability and to use best efforts to commence the hearing at 9:00 a.m., or other mutually acceptable starting time. The Union will identify in writing at least 45 days prior to the scheduled hearing date the grievance to be arbitrated under this procedure.

7. The Union, with a minimum of 45 days' notice to the Company, may add one more hearing date in a month in which to arbitrate an additional case under this procedure. Arbitrator selection for this additional date of hearing will be in rotation, starting with the first name on the list of panel arbitrators selected under this procedure. (When making selection, the "First Name" for a given case would be the arbitrator assigned to hear a case in the month in which the selection is being made.)

8. Time requirements for the arbitrator's decision, as set forth in a), b) and c) below, shall be mutually agreed to by the parties prior to the hearing. In the event the parties are unable to agree, the arbitrator shall determine at the close of the hearing which of the following time requirements will be followed.

a) Bench Decision to be submitted by the arbitrator following the parties' oral arguments and private consultation with the parties' advocates. A brief written award will be signed off by the Arbitrator and the parties' advocates at the close of the hearing.

b) Brief written award within five (5) working days, (Saturdays, Sundays and contractual holidays excluded) from the close of the hearing. Written briefs may not be filed under this paragraph unless requested by the arbitrator.

c) Written opinion and award within 30 days from the close of the hearing. In the event either party

elects to file a brief*, the written opinion and award must be submitted within 30 days from the arbitrator's receipt of the brief(s).

9. All expedited arbitration decisions under Sections 8, a) and b) of this agreement will be without precedent or prejudice to either party's position in any matter not related to the grievant.

10. With at least 30 days' notice, either party may inform the other that a grievance which is scheduled to be heard under this expedited arbitration procedure will instead be conducted under the provisions of Article V, but the grievance will be heard on the date, and before the arbitrator, initially scheduled under this procedure. It is understood and agreed that such action will not be taken on a routine or repetitive basis as it is the intent of the parties that this expedited arbitration procedure be utilized to the fullest extent practicable.

11. With the exception of arbitrator's fees and the costs of transcription, the expenses of Arbitration under this procedure shall be borne equally by the Company and the Union. With regard to arbitrator's fees only, if the arbitrator rules that the Company violated the Collective Bargaining Agreement, the Company shall pay the fees. If the arbitrator rules that there was no violation of the Agreement by the Company then the Union shall pay the fees.

12. All of the provisions of Article V which are not in conflict with the provisions set forth herein shall apply to this expedited arbitration procedure as follows:

Article V. A.	Article V. B. 2.
Article V. C. 1.	Article V. D.
Article V. F.	Article V. G. 1. & 2.
Article V. Sections H, J, K, L, and M.	

Appendix

13. With mutual agreement, cases may be orally argued at the close of the hearing or at a subsequent time mutually agreeable to the parties. In the event the parties cannot reach agreement to orally argue the case, either party may submit written briefs to the arbitrator. In the event only one party wishes to orally argue the case, the party that wishes to file a written brief will be excluded from the hearing room during the oral argument. A transcription will be made of the oral argument and two (2) copies of it will be provided to the arbitrator who will forward one (1) copy to the briefing party at the time the written brief is submitted.

14. At the start of the eleventh month after the first hearing date under the provisions of this expedited arbitration procedure, the parties will meet to discuss its continuation. The parties may agree to modify the procedure, continue with it unchanged or to terminate it. In the event agreement is not reached, the procedure will terminate one (1) year or twelve full months after the first hearing date referred to above.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-13-91

Southern California Edison Company

/s/ W. Blaine, Jr.

General Manager of Labor Relations

3-13-91

Additional reference Art. V

PROMOTIONAL TESTING

In conjunction with the 1991-1992 negotiations between the Southern California Edison Company and Local 47, IBEW, the Union's proposal U-20, con-

cerning promotional testing, was discussed. The issues raised by the Union involved the Company sometimes failing to provide employees with their job knowledge (promotional) test results in a timely manner, failing to provide test scores, and failing to identify areas of the test where improvement may be needed.

The Company is committed to reviewing the procedure for the transmittal of test results to employees with its line management. Improvements will be made, as determined by the Company.

Further, the Company will provide employees with their test results in a timely manner (normally test results will be provided to the employee within 10 working days). The Company will provide employees with their actual test scores when they fail to pass job knowledge tests. Finally, the Company will ensure that all employees who fail job knowledge tests are provided with an outline identifying the subject areas where improvement is needed in order to be successful in future tests.

Nothing in this letter should be construed as limiting the Company's rights under the collective bargaining agreement to determine job qualifications or utilize promotional testing, nor to prejudice the Union's position in this regard.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-13-91

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
3-13-91

Additional reference Art. VII.A

Appendix

AUTOMATIC PROGRESSION FOR WAREHOUSE WORKER TO MATERIAL HANDLER IN PAMM

February 1, 1991

Mr. Rae E. Sanborn
Business Manager
Local 47, IBEW, AFL-CIO
600 N. Diamond Bar Blvd.
Diamond Bar, CA 91765

Dear Rae:

In conjunction with the 1991-1992 negotiations between Local 47, IBEW, and the Southern California Edison Company, the parties agree to an automatic progression from Warehouse Worker to Material Handler in the Procurement and Material Management Department only, as outlined below:

1. In the event the Company wishes to fill a job vacancy for Material Handler/Warehouse Worker, it will first post a job bid for Material Handler.

2. In the event there are no qualified job bidders, *transfer requests will be considered in accordance with Article VII, Section D of the Agreement.*

3. If the job vacancy is not filled as set forth above, it may be filled by a new-hire.

4. A transfer or new-hire that enters the job classification of Warehouse Worker will be eligible to progress as set forth in Exhibit A to the job classification of Material Handler without the necessity of posting a job bid provided the employee's job performance is satisfactory and otherwise meets the job qualification as Material Handler.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
Additional reference VII.A

EXCEPTION TO THE 35-MILE ASSIGNABILITY RULE

In conjunction with the 1991-1992 negotiations between Local 47, IBEW and the Southern California Edison Company, an exception was agreed to regarding the 35-mile assignability rule under Article VII.E.2.k.(1). which is applicable to Transmission/Substation Division (T/S) and Procurement and Material Management Department (PAMM) only. The following sets forth the terms of the exception.

Boundaries of Assignability Zone: Alhambra to Irwindale to Santa Ana to Dominguez Hills to Alhambra.

"Red circled" T/S and/or PAMM employees eligible for assignment under the 35-mile assignability rule may be assigned to any location within the "Assignability Zone" with the following restrictions:

- An employee force reduced from Alhambra is assignable to Irwindale or Dominguez Hills but is not assignable to Santa Ana.
- An employee force reduced from Santa Ana is assignable to Irwindale or Dominguez Hills but is not assignable to Alhambra.
- An employee force reduced from Earle Avenue is assignable to Dominguez Hills or Santa Ana but is not assignable to Irwindale or Alhambra.

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Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-13-91

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
3-13-91

CAREER COUNSELING

Employees that are reduced to a lower job classification as a result of a force reduction under Article VII, Section E of the Agreement are eligible for Company-provided career counseling. Eligible employees may obtain counseling from the Organization, Planning and Development Division. Employees will not lose any normal time pay as a result of such counseling.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-13-91

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
3-13-91

Additional reference VII.E

February 1, 1990

**"BODY BROKER"
ARBITRATION/MEDIATION
SETTLEMENT AGREEMENT**

Southern California Edison (herein the Company) and IBEW Local 47 (herein the Union) agree as follows:

WHEREAS the Union has filed a suit in federal court and has pursued numerous grievances against the Company, alleging that the Company has violated Article VII-K of the bargaining agreement between the parties, the 1981 Letter of Understanding and Thomas Roberts' Volt award, by its use of certain entities to perform craft work for the Company; and

WHEREAS, the Company contends that the work in question constituted lawful subcontracting pursuant to Article I-D of the bargaining agreement between the parties, and

WHEREAS, the parties hereto have expended substantial time and resources in litigating their respective claims; and

WHEREAS, many of the relationships challenged by the Union have ceased as of the date of this agreement; and

WHEREAS, the parties hereto desire to resolve this dispute without the necessity of further litigation; and

WHEREAS, the parties desire to clarify the scope of the 1981 Letter of Understanding.

THEREFORE, the Company and the Union agree

1. The document attached hereto as Exhibit A is hereby adopted and agreed to by the parties hereto,

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and shall be applicable to all of the Company's operations.

2. In the event the Union claims the Company is, in the future, violating Article VII-K, the 1981 Letter of Understanding as amplified by Exhibit A of this Agreement, and/or the Thomas Roberts' Volt award, the Union shall have the right to invoke the grievance procedure which is set forth in Exhibit B hereto.

3. Effective April 1, 1990, when the Plant & Field Services Corp. contract in the Panel Shop expires, Edison will end that contract and will agree not to subcontract such Panel Shop work on its premises.

a) The Company will immediately add three (3) Construction Electrician positions in the Construction Field Forces section of the Engineering, Planning and Research Department.

4. The Company shall pay to the Union the sum of \$56,000.00 for lost Union Dues.

5. The Company shall pay 100 percent (100%) of the arbitrator's and court reporter's fees, including any amounts heretofore advanced by the Union.

6. The parties shall jointly report the settlement to Judge Irving Hill and the Union shall concurrently with said report request the dismissal with prejudice of its federal action, Case No. CV88-6132-IH. In addition, this settlement shall constitute a full and complete resolution of all grievances concerning the subject of this arbitration. (See list of grievances attached as Exhibit C.)

7. The terms of this Agreement shall not be deemed a precedent in the interpretation or application of the bargaining agreement except for Exhibits A and B attached hereto.

8. This Agreement has been entered into by the parties hereto solely for the purpose of settlement. As such, it does not constitute an admission by the company that it violated the bargaining agreement, the 1981 Letter of Understanding, or the Roberts' Volt award. Similarly, by entering into this agreement, the Union does not concede that there is lack of merit to any of its contentions.

NOTE: It is agreed that the introductory paragraph of this document and items 1 and 2 (or a mutually acceptable Letter of Understanding encompassing same) shall be printed in the appendix of the 1991 Agreement along with Exhibits A and B which are attached hereto.

/s/ Rae E. Sanborn
Business Manager
Local 47 IBEW
2-1-90

/s/W. Blaine, Jr.
Manager of Labor Relations
Southern California Edison
Company
2-1-90

/s/ Thomas Roberts
Esq./Neutral Arbitrator
2-1-90

February 1, 1990

EXHIBIT "A" AGREEMENT

The Union and the Company hereby agree that the following principles shall be used to determine whether the relationship between the Company and a non-Edison entity shall be covered by Article VII-K and the 1981 Letter of Understanding. Thus, where it

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is established that the Company is engaging in any of the following types of conduct in dealing with such an entity's employees, Article VII-K and the Letter of Understanding shall apply.

These principles shall not be applicable to owner-operators or to lessors of heavy equipment who provide heavy equipment along with an operator to perform work as directed by Edison personnel. Nothing herein shall apply to communications between Edison and a contractor in which Edison requests the assignment to or removal from its jobs of contractor personnel who are supervisors within the meaning of the Labor-Management Relations Act.

1. Hiring — Edison shall not select or be involved in the decision to select specific craft personnel to be employed by a contractor to perform work for Edison.

2. Discipline — Edison shall not terminate or discipline contractor craft personnel or request that specific contractor craft employees be terminated or disciplined by the contractor based on Edison's evaluation of the individual's work performance for the contractor. Edison may comment about the quality of the contractor's performance or report any breach of its site or facility rules in which it observes a particular contractor employee engaging. Edison may require a contractor to remove an employee from Edison jobs due to a breach of generally accepted rules of behavior (e.g., theft, drunkenness on the job, or other behavior which is disruptive to or destructive of Edison's operations or which creates a safety hazard).

3. Supervision — Edison shall not direct the manner or means by which a job is to be performed by a contractor's craft employees. Edison representatives

shall not utilize a contractor foreman so as to be a mere conduit to directly pass on specific job directions to contractor employees on the manner or means by which a job is to be performed. Nothing herein shall prevent Edison employees from directly ordering contractor employees to leave restricted areas where they are not authorized to be present, or to give contractor employees safety directions where necessary to prevent injury. Edison may require the contractor to comply with Edison blueprints, specifications and quality standards and to coordinate with other contractors or with Edison so that project schedules can be met. Edison may change job specifications or scheduling requirements as it sees fit.

4. Training — Edison shall not train contractor craft employees how to perform the tasks associated with the performance of a particular craft job. This shall not preclude Edison from (1) providing contractor employees with orientation necessary to the site or Edison requirements, or (2) providing safety tailboards to contractor employees at energized work locations.

5. Movement of Contractor Crew Personnel — Edison shall not require a contractor to transfer a particular craft employee or group of craft employees to a particular job. Nothing herein shall preclude Edison from establishing priorities and deadlines for a contractor which may have the effect of requiring the contractor to move one or more of its crews from one job to another.

6. Personnel Decisions — Edison shall not: (1) schedule the contractor's craft employees; (2) determine which contractor craft employees shall work overtime; (3) schedule vacations; or (4) grant or deny time off. Nothing herein shall prevent Edison

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from establishing starting times, from requiring the contractor to obtain authorization prior to working overtime, or from requiring that the contractor perform its work in accordance with Edison deadlines and schedules.

7. Tools — Edison shall not supply tools and equipment to the contractors' employees. Nothing herein shall preclude Edison from supplying specialized Edison tools/equipment to contractors — providing such tools are made equally available to all contractors.

February 1, 1990

EXHIBIT "B" AGREEMENT

It is hereby agreed that if a dispute arises alleging a violation of Article VII-K of the Collective Bargaining Agreement between the parties, the 1981 Letter of Understanding (concerning temporary employees) as amplified by Exhibit A of this Agreement, and/or the Tom Roberts' Volt award, the Union may pursue the issue under the applicable grievance and arbitration procedures of the 1989-1990 Collective Bargaining Agreement.

However, it is agreed that any such dispute shall be expeditiously resolved. To that end, if such a dispute arises;

(a) For all departments other than Customer Service and Power Supply (but including SSID), the Business Manager of the Local Union and the Edison Manager of Labor Relations, and/or their designated representatives, shall meet to discuss and attempt to resolve the issue within fifteen (15) days or;

(b) For the Customer Service and Power Supply Departments (except SSID), the Union shall attempt

to resolve the dispute through the appropriate grievance procedure.

If the dispute is not satisfactorily resolved pursuant to (a) or (b) above, it may then be referred to arbitration (like a termination arbitration) in accordance with the provisions of Article V-C.2 of the non-Power Supply Procedure or Article V-D.2 of the Power Supply Procedure in the 1989-1990 Collective Bargaining Agreement. However, there shall be a minimum of 90 days between the date on which the Company is first notified that the dispute exists and the first day of hearing.

It is further agreed that Arbitrator Thomas Roberts shall be deemed to be the arbitrator, for a period of three (3) years, provided he is available to hear the case within six (6) months. It is further agreed that any arbitrator assigned to hear a dispute under this procedure must have committed to the parties that he will issue his decision in the matter no later than six (6) months from the close of the hearing.

February 1, 1990

EXHIBIT "C"
AGREEMENT

List of 10 Grievances Settled Pursuant to this Settlement Agreement Without Precedent or Prejudice to either Parties Position.

5-84-61
5-86-45
5-87-97
9-87-09
9-87-24
9-87-26
9-87-27
9-88-02
9-88-05
9-88-06

CLASS A OR B DRIVERS LICENSE

In conjunction with the 1991-1992 negotiations between Local 47, IBEW and the Southern California Edison Company, the Company agreed to reimburse employees whose job requires a Class "A" or a Class "B" drivers license the additional cost to obtain or renew a Class "A" or "B" drivers license over the cost of a Class "C" drivers license.

With regard to the renewal of a Class "A" or "B" drivers license, employees will be responsible for any additional costs incurred due to a bad driving record.

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-13-91

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
3-13-91

FOUR DAY/TEN HOUR WORK SCHEDULE

In the 1991-1992 General Contract Negotiations, the Company and the Union agreed to modify the Collective Bargaining Agreement (herein after referred to as Agreement) between the parties to provide for regularly scheduled work weeks of four (4) consecutive ten (10) hour work days (4/10) to be scheduled Monday through Saturday.

1. Eligibility for 4/10 Work Schedule

The Company shall determine the work locations, and the work groups at each work location, which will be eligible to work the 4/10s. The Company's

determination of eligible locations and work groups will be based on operating necessity.

To ensure the widest opportunity for employees to elect the schedule, it may be applied at some locations and for some work groups for less than year around. For all identified work locations/work groups, the work schedule and intended annual duration will be posted prior to the employee vote on the schedule.

2. Implementation/Suspension of 4/10 Work Schedule

A. The Company shall designate each work group at a work location which is eligible to work a 4/10 schedule.

B. Implementation of a 4/10 work schedule must be approved in advance by a majority of 66-2/3% of the votes cast by eligible Union-represented employees in an eligible work group at a work location that has been designated to work the 4/10s. The vote will be conducted by the Union.

C. Implementation or suspension of a 4/10 work schedule will be as near as practical to, but no sooner than, 60 days after the date the Union notifies the Company of election results.

D. An approved 4/10 work schedule shall remain in effect for a minimum of one year unless the Company specifies in advance that the term will be less than one year.

E. Thereafter a 4/10 work schedule may be suspended by the Company or by a majority of more than 50% of the votes cast by eligible Union-represented employees in the designated work group.

F. For the initial implementation of 4/10 work schedules, it is anticipated the earliest such a

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schedule can be implemented is on or after July 1, 1991. Thus, it is agreed that if a group votes to implement a 4/10 schedule in 1991, the 4/10 schedule will extend from the date of initial implementation through the end of the calendar year 1992.

G. In the future, schedules will be implemented or suspended annually on or about January 1.

3. General Provisions

A. Work Hours

Forty (40) hours shall constitute a regular week's work. A regular week's work shall be performed on four (4) consecutive days which may be Monday through Thursday, Tuesday through Friday or Wednesday through Saturday.

Before a work group votes on a proposed 4/10 schedule, an annual schedule will be made out setting forth days worked, days off and months covered. Such schedule will not be modified after being approved and implemented pursuant to a vote of the employees.

A regular work day shall consist of 10 consecutive hours, (excluding lunch time to be eaten on employees own time).

B. Overtime

Article IX, Section E.1 is modified under this Letter of Understanding to provide that, for employees on a 4/10 schedule, overtime shall be paid at the time and one-half rate of pay for all hours worked in excess of 10 hours in a single regular work day.

Employees working the 4/10s will not be assigned to overtime work in a different work group's jurisdiction unless all available and qualified employees in the different work group are working.

C. Holidays

The provisions of Article IX, Section K of the Agreement are modified for application to the 4/10 schedule as follows:

1) An employee shall observe 11 Company holidays, (10 fixed holidays and 1 personal holiday).

2) An employee who does not work on the day scheduled to be observed as a holiday shall be paid ten (10) hours pay at the straight time hourly rate of pay.

3) In addition, an employee required to work on the day scheduled to be observed as a holiday shall be compensated at the double time hourly rate of pay for each hour actually worked.

4) a) When a holiday falls on an employee's regular days off, the holiday will be observed on the regularly scheduled work day nearest to the date of the holiday. If a holiday falls in the middle of an employee's days off, (e.g., the second day of a three (3) day off period) then the following regularly scheduled work day shall be observed as a holiday.

b) However, an employee may opt to notify supervision in writing, at least thirty days in advance of the holiday, that he/she will observe the holiday on the regular workday "prior to" rather than "following" (or vice versa) the holiday.

c) Employees regularly assigned to a Nite Crew, or a single crew on a temporary base assignment shall all observe a holiday on the same day. If all of the members of the crew cannot agree on the day on which they will observe the holiday, the Steward will conduct a vote of the eligible members, and the majority will decide. The Steward will notify supervision at least five days in advance of the holiday, of the day on which they will observe the holiday. In the

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event of a tie vote, or if no vote is taken, the holiday will be observed as per "a)" above.

D. Vacation

1) Vacation credits shall be converted to hours on the basis of eight (8) hours for each day of vacation earned in accordance with Article XI of the Agreement. An employee working 4/10s shall use vacation in hours consistent with the work schedule. Vacation scheduling shall not be affected by 4/10 work schedules.

2) Employees shall be eligible to utilize vacation hours for observance of their birthday holiday provided it is scheduled at the time they schedule their vacation.

E. Jury Duty

The provisions of Article XII, Section D of the Agreement shall not be modified by 4/10 work schedules.

F. Death in the Immediate Family

In the event of a death in the immediate family of a regular employee working 4/10s, time off up to three days (30 hours) as necessary may be allowed with the approval of supervision to make arrangements for and attend the funeral, but payment under code 50 for such time off shall not exceed twenty-four (24) hours. If an employee's time off exceeds twenty-four (24) hours, the employee may use vacation (code 59) or time off without pay (code 76) to make up the time, up to the additional six (6) hours. Immediate family is defined in Article XII, Section D.(2) of the Agreement.

G. Family Illness

In the event of illness in the immediate family of a regular employee working a 4/10 schedule, time off

as necessary, not to exceed two (2) days (20 hours) may be allowed with the approval of supervision. Pay for such time off under code 52 shall not exceed sixteen (16) hours. An employee may use vacation (code 59) or time off without pay (code 76) to make up the necessary additional time, up to four (4) hours. Immediate family is defined in Article XII, Section D.(3) of the Agreement.

H. Disability (CDP)

When a disability occurs, an employee will be paid the applicable disability benefits for the full regularly scheduled shift for the sick day. The employee's disability benefit credits will be earned and charged in hours.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

3-13-91

Southern California Edison Company

/s/ W. Blaine, Jr.

General Manager of Labor Relations

3-13-91

Additional reference Art. IX.A

WINTER CABIN ALLOWANCE

In conjunction with the 1991-1992 negotiations between the Company and IBEW, Local 47, with respect to employees staying in winter cabins, the following was agreed to by the parties:

When, as a result of a job assignment, an employee remains overnight in a winter cabin as defined below, he/she will receive an allowance of \$26.00 (1991), \$27.50 (1992), and \$28.50 (1999) per night.

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A winter cabin is defined as a cabin at the following locations:

Camp 62	Millers Crossing
Florence Lake	Rhine Dollar
Gem Lake	Rose Marie
Heart	Saddle Bags
Kaiser Pass	Trail Lakes (Mono)
Mammoth Pool Reservoir	Vermilion Dam
McClure	Volcanic

(In the future the winter cabin rate will be adjusted to conform with the rate provided under Article XIV, Section C. 9.)

Local 47, IBEW, AFL-CIO
/s/ Rae E. Sanborn
Business Manager
3-13-91

Southern California Edison Company
/s/ W. Blaine, Jr.
General Manager of Labor Relations
3-13-91

Additional reference Art. XIV.C

NITE LINE CREWS

After studying customer needs, and trends in workloads, the Company has determined that customer demands for nighttime outages and the need for other nighttime work has increased significantly due to businesses' increased reliance on computers and increased traffic congestion. The Company has concluded that it has a need to establish Nite Line Crews (Nite Crews) to help in controlling operating costs and in maintaining its ability to provide quality customer service. Thus, after several meetings with the Union, the following agreement was reached:

1. In conjunction with reaching this Nite Crew agreement, the Company agrees that where a regular 4/10 work schedule is offered to Customer Service Line Crew personnel, it will be offered on a Monday through Friday coverage basis only. At locations where the employees vote to work a 4/10 schedule, the Customer Service Department may then post a bid for a Saturday Line Crew (Saturday Crew) to work a 4/10 Wednesday through Saturday daytime schedule in accordance with 4/10 Q & A No. 26 (the signing of such bids is strictly voluntary and no employee will be forced to change his/her regular work schedule to work a Saturday schedule).

2. In addition to the above modification of the 4/10 agreement, employees working a 4/10 schedule will be given options to select the regular workday on which they will observe a regular holiday. (See the Letter of Understanding regarding Four Day/Ten Hour Work Schedules.)

3. Nite Crews will be utilized to meet demands for pre-arranged outage work and other types of jobs which need to be accomplished during nighttime hours. (It is not the intent of the Company to establish Nite Crews to do routine line construction and maintenance work on a frequent basis which can reasonably be done by regular crews.)

4. Nite Crew Work Schedules:

a) Nite Crews will work a 4/10 schedule.

b) The regular work hours for Nite Crews on a 4/10 schedule will be 8:30 p.m. to 6:30 a.m. (it is understood that a regular Monday workday will start at 8:30 p.m. on Monday evening and end at 6:30 a.m. Tuesday morning, etc.).

c) The normal work schedule for Nite Crews will be either Monday through Thursday nights (8:30

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p.m. Monday–6:30 a.m. Friday, inclusive) or Tuesday through Friday nights (8:30 p.m. Tuesday–6:30 a.m. Saturday, inclusive).

5. Nite Crews will eat lunch on Company time.

6. Filling Nite Crew Vacancies:

a) If the Company elects to fill a permanent vacancy on a Nite Crew, such vacancy will be filled using the bid process, except Groundmen positions will be filled via the transfer process.

(It is agreed that the Customer Service Department *may* elect not to accept transfer requests to fill Nite Crew Journeyman vacancies except that transfers will be honored consistent with the Agreement prior to hiring a new employee to fill the position.)

1) If a permanent vacancy on a crew is expected to remain unfilled for two weeks or more, the Company may seek volunteers from the regular line crew personnel in the classification at the work base to temporarily fill the vacancy.

2) If there are insufficient qualified volunteers, the Company may (with a minimum of two weeks' notice) change the low seniority employee's shift from days to nights and assign him/her to the Nite Crew for up to three weeks.

If the vacancy continues beyond three weeks, the next lowest seniority employee in the classification may (with a minimum of two weeks notice) be assigned to the crew for up to three weeks, etc.

b) If the Company elects to fill a temporary vacancy (due to sickness, vacation, jury duty or other such absences from which the employee is expected to return to the crew) on a Nite Crew, such vacancy will be filled on overtime using the regular

district "planned" evergreen overtime list where the crew is based. (The planned overtime list will also be used when filling Saturday vacancies on a Saturday Crew.)

7. Employees assigned to a Nite Crew shall receive their regular contractual rates of pay plus the graveyard shift differential.

8. Nite Crews will be regularly assigned to work within a Regional (vs. District) area. (Each Nite Crew will have a permanent work base.)

9. Nite Crew personnel based within each Region will be on separate evergreen overtime lists.

a) Nite Crew personnel may be assigned to work overtime in conjunction with jobs which they have been regularly assigned.

b) Regular Line Crew personnel will be given first opportunity to work all planned and/or emergency overtime within their district boundaries, except as noted in "a)" above.

10. a) The Company will continue to dispatch or call out regular Line Crew personnel in emergencies in an expeditious manner, as required.

b) Nite (or Saturday) Crew personnel shall not be utilized to handle trouble calls or any other forms of emergency (non-prearranged) work, except that such personnel may be temporarily utilized for emergency work until such time as Duty Service Crew personnel, or regular Line Crew personnel who have been called out, arrive on the job to replace them as required under "10. a)" above.

It is understood that a Nite (or Saturday) Crew member may continue working on the emergency job if the Service Center (District) has gone through

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the callout list twice and has been unable to obtain the necessary personnel for the emergency job.

(Agreement on this Item No. 10 is related solely to the use of Nite [or Saturday] Crews and such agreement is without precedent or prejudice to either party's positions concerning the use of other crews throughout the Company.)

11. It is agreed that no reduction in forces will result from the addition or deletion of a Nite Crew at a location. If a Nite Crew is subsequently eliminated, the crew members will be merged into the regular work force at the location where they are based.

12. a) Initially, the Company posted bids for seven (7) regional five-man Nite, E Crews.

b) In conjunction with posting the Nite Crew bids, the Company also posted bids for an additional eight (8) regular four-man E Crews in the Desert Springs Region. (All crews were added in the San Jacinto Valley, at the old Perris Service Center.)

13. The double time provisions of the Agreement were improved by amending Article IX.G.4.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company

/s/ William Blaine, Jr.

General Manager, Labor Relations

9/80 WORK SCHEDULE — TSD

As part of the negotiations for the 1993-1994 Agreement, it was agreed that discussions to implement 9/80s in the TSD department under terms similar to the existing 4/10 agreement would be commenced immediately. It was further agreed that

beginning mid 1993, the parties may enter discussions to implement a 9/80 work schedule in other areas of the bargaining unit.

Local 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Southern California Edison Company

/s/ William Blaine, Jr.

General Manager, Labor Relations

PEPPER SPRAY TRAINING

During the 1994/1995 general negotiations, the parties agreed that Meter Readers, Field Services Representatives and Single Phase Testmen (field employees only) will be reimbursed for reasonable tuition costs for attending and satisfactorily completing pepper spray training. Such training will be arranged by the employee and will be taken on the employee's own time.

Employees who desire the pepper spray training will be reimbursed through the Company's Educational Assistance Program procedures. If the Educational Assistance Program is terminated, the Company will determine an alternate means to reimburse employees.

STEWARD TRAINING

SCE employees who are stewards for the first time are eligible under this letter to attend new steward training provided by Local 47.

The eligible employees may have one opportunity to use one day of normal time paid for by the Company to attend new steward training provided by Local 47. Any additional time or expenses for this training will not be paid by the Company.

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The Company may participate for up to one (1) hour in this steward training provided by Local 47.

This Letter of Understanding is for the term of the current collective bargaining agreement only and may be extended beyond that date with the concurrence of both parties.

TROUBLEMAN

In conjunction with the 1994/1995 general negotiations, the parties agreed to the following Troubleman proposal.

I. Introduction

The Company and the Union endorse the creation of a one person Troubleman to perform the duties which had been performed by a service crew. Performing this work safely is of the utmost concern to the Company, the Union, and employees. Troublemens will be expected to work within the provisions of all applicable state and federal safety regulations, the Company's *Injury and Illness Prevention Manual*, and the applicable provisions of the collective bargaining agreement. The Troubleman has the discretion to request additional assistance or help if in his professional judgment the work cannot be performed safely or efficiently by one person. Only by performing work safely will the Company be able to achieve the goal of becoming more efficient, flexible, and responsive to our customers. Personal safety takes precedence over work.

II. Job Content

A. Safety

1. When the Troubleman is at the job site and in his professional judgment he believes the work cannot be performed safely by a single Troubleman, a second person will be provided.

2. Some of the factors which should be considered in determining whether work can be performed safely by one person are:

- a. Working on a pole vs. a bucket.
- b. Working on primary vs. secondary energized equipment.
- c. Climbing poles at night.
- d. Weather conditions.
- e. Terrain and traffic.
- f. High risk job sites (e.g., hostile customer, high crime area, gang activity).
- g. Equipment requirements.

B. The Troubleman will not be required to work alone under the following conditions:

From a Pole

1. Climbing at night above the secondary level.
2. Installing grounds on de-energized conductors 600 volts or above.
3. On energized equipment 21 kV or above.
4. With a "load buster."

Other Circumstances

1. Testing transformers 21 kV or above where current limiting devices are not available.
2. Replacing energized C.T.s and test blocks 300 volts or above.
3. On mid-span services from a ladder.
4. Energized primary switching in walk-in vaults.

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5. Line patrol if it cannot be performed in accordance with applicable state and federal driving codes.

6. Installing or removing conductors across roads in traffic conditions .

7. On energized 6.6 amp street light conductors.

8. In high risk areas identified by local supervision in consultation with the Troubleman. (Information pertaining to areas identified as high risk will be updated and communicated as necessary.)

9. On energized CST or BURD equipment (excludes padmount equipment.)

10. On a pole or elevated position without a functioning radio or cellular phone.

C. The Troubleman will perform in a supervisory role while working with other employees, including other Troublemens.

D. Substation switching may continue consistent with existing practices.

III. Job Process

A. Vacancies

1. Vacancies for Troubleman will be bid by sector and primary work location for administrative purposes (*i.e.*, service centers) within each distribution operation zone.

2. Vacancies will be filled in accordance with Article VII.C.2 of the Agreement.

B. Job Site Reporting

1. A Troubleman may be required to report to any work location within his assigned sector within a 35-mile straight line radius from his primary work location.

2. A Troubleman may be required to take an assigned vehicle to his residence or to a location designated by the Company that is either (a) within his assigned sector within a 35-mile straight line radius from his primary work location or, (b) closer to the Troubleman's residence than his primary work location. When required to take his assigned vehicle home or to a location designated by the Company, a Troubleman will be paid key to key.

C. Overtime

1. Troublemens will be assigned the duty on a rotation basis within their sector and will be required to make reasonable efforts to report to the boundary of their sector in a time frame which under most circumstances should be within thirty minutes of notification .

2. The Company will make its best effort to first call the Troubleman assigned to the duty who is closest to the trouble.

3. Additional Troublemens will be called by the evergreen overtime list for their sectors, after all sector duty Troublemens have been called.

4. A Troubleman may be required to report to a work location within his sector.

5. Sector evergreen lists will be established.

6. Nothing in this agreement restricts the Company from assigning employees who are "on the clock" to work anywhere in their distribution operation zone.

D. Meals

When Troublemens are assigned the duty schedule (evenings, weekends and holidays) they will eat lunch on Company time.

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E. Temporary Troubleman Assignments (Upgrades)

1. When the Company determines the need, temporary assignments will be filled by the senior, available Lineman/Splicer with the ability and qualifications.

2. To qualify for upgrade to Troubleman, a Lineman/Splicer must:

a. Meet the same reporting requirements as a Troubleman when assigned to the duty.

b. Have a minimum of two years journeyman experience.

c. Pass the required test.

3. During the initial establishment of the Troubleman classification, Lineman/Splicers who have a minimum of 8 months' experience on a service crew will be deemed qualified and will be given up to 12 months to pass the required test.

IV. Implementation

A. During the implementation phase, a Service Crew Foreman must elect to convert to Troubleman or Lineman/Splicer.

B. Troubleman

1. Any Service Crew Foreman may elect to remain at his current work location and begin working as a Troubleman.

2. Any Service Crew Foreman who wishes to fill a vacant Troubleman position at another location must submit his choices in order of preference with awards based on unit seniority.

3. Any Service Crew Foreman who converts to a Troubleman will receive \$750.

The remaining vacancies will be posted and awarded in accordance with Article VII.C.2 of the Agreement.

C. Lineman/Splicer

1. Any Service Crew Foreman who elects to be reclassified as a

Lineman/Splicer may do so at his current work location.

2. Any reclassified Lineman/Splicer who wishes to fill a vacant Lineman/Splicer position at another location must submit his choices in order of preferences with awards based on unit seniority.

3. All reclassified Lineman/Splicers will be "red circled" at their previous rate of pay for up to one year.

D. The conversion process will be completed on paper before employees report to their new work locations.

V. Troubleman Review Committee

A. A committee comprised of management employees and one Troubleman per distribution operations zone and one Troubleman representing the independent districts will be established to discuss work practices, safety (including high risk areas), productivity, and quality service.

B. The Company will submit a list of names of Troublemens from which the Union may select. A union representative may participate in these meetings.

C. The committee will meet on a quarterly basis on Company time at the time and location specified by the Company.

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D. This committee will develop recommendations for work enhancements, but will not set policy or reach agreements which require negotiations between the parties.

E. This committee will remain in place for 12 months following implementation, but may be extended by mutual agreement.

Additional references Art. VII.A, IX.I, XIV.B and IX.B

**PART TIME METER READERS
SENIORITY AGREEMENT**

As we have discussed, the situation currently exists where Part Time Meter Readers do not acquire working unit seniority for their time of service spent as Part Time employees with the Company. To provide an equitable solution to this situation, the parties have agreed to the following:

The application of granting working unit seniority for time spent as a Part Time Meter Reader will be in accordance with Article VII K.2 of the Collective Bargaining Agreement. Current Regular Represented employees will be credited with additional working unit seniority for their time spent as Part Time Meter Reader. This time will be based on the length of time between the Part Time employee's hire date and his/her date of conversion to a Regular Full Time employee, not to exceed 12 months. The parties agree to establish 1-1-95 as the effective date for this change. Current employees who were Part Time Meter Readers will be credited with working unit seniority as described above.

Any Part Time Meter Reader who accepts a Regular Meter Reader position subsequent to the date of this Agreement will be credited for their time worked as a Part Time Meter Reader for purposes of working unit seniority, as described above.

The parties further agree to implement these changes as soon as possible, but with the understanding that the review of employee work histories will take a substantial period of time to complete. It is anticipated that this review and any subsequent changes to affected employees work histories will be completed between now and September 30, 2001. If the review is completed prior to September 30, 2001, the Company will notify the

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Union and a date will be agreed upon to implement the seniority changes. No working unit seniority will be awarded as part of this Agreement until the review process has been completed and the Union informed of such.

Signed on the 29th day of June, 2001

By: Douglas M. DeDea
Manager, Labor Relations
Southern California Edison Company

By: Donald Holler
Senior Assistant Business Manager
IBEW Local 47

**PART TIME METER READERS
TRANSFER PROCESS**

As we have discussed, the situation currently exists where Part Time Meter Readers do not acquire working unit seniority for their time of service spent as Part Time employees with the Company. Subsequently, Part Time Meter Readers do not have a mechanism in place to acquire Full Time Meter Reading positions in a district other than the one they are currently working in without terminating from the Company and reapplying for a Full Time position. To provide an equitable solution to this situation, the parties have agreed to the following:

Future Full Time Meter Reader openings will be filled under the following process:

1. Full Time transfers into the work location.
2. Part Time Meter Reader's currently working and meeting standards with a transfer to the work location where the Full Time Meter Reading position is open.
3. Temporary Meter Reader currently working and meeting standards at the work location where the Full Time Meter Reading position is open.
4. Hire from the street.

Likewise, the movement of a Part Time Meter Reader to a Part Time Meter Reader opening will be covered under the process listed below.

1. Full Time transfers into Part Time positions in the work location.
2. Part Time Meter Reader's currently working and meeting standards with a transfer to the work location where the Part Time Meter Reading position is open.

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3. Temporary Meter Reader currently working and meeting standards at the work location where the Part Time Meter Reading position is open.

4. Hire from the street.

The selection of Part Time Meter Readers will be based upon their satisfactorily meeting standards and by their date of hire as a Part Time Meter Reader. The earliest date of hire as a Part Timer will be given preference in accepting Full Time Meter Reader positions.

This Agreement will supersede and take precedent over the June 15, 2001, agreement titled Part Time Meter Readers Seniority Agreement.

Signed on the 29th day of June, 2001

By: Douglas M. DeDea
Manager, Labor Relations
Southern California Edison Company

By: Donald Holler
Senior Assistant Business Manager
IBEW Local 47

**PILOT PROGRAM FOR BARGAINING UNIT
TRAINING FOREMAN**

As described in this letter of understanding, the Company and the Union have reached agreement in creating a pilot program to test the concept of utilizing bargaining unit foreman on the Apprentice Lineman training crews. The term of this pilot program will be for 12 months commencing with the signing of this Agreement. If it is determined that after the initial 12-month Pilot Program that the Company desires to continue forward with his concept, this Agreement will be ongoing with either party having the ability to cancel the Agreement by providing the other party 60-day written notice of their intent. The parties will also utilize the Joint Apprentice Lineman Committee to discuss the effectiveness of this program.

Currently the Training School at Chino has eight established training crews, which perform work to provide experience to Apprentice Lineman in all aspects of line work. This Pilot Program Agreement provides that the Company will create and establish the IBEW represented classification of Training Foreman to supervise the training crews. The Training Foreman classification will be an Exhibit E position, with a pay rate 5% above the Electrical Crew Foreman classification.

The Company will establish the Foreman's reporting locations, which will be reviewed, on an ongoing basis and be subject to change.

In the absence of a Training Foreman, the senior qualified journeyman at the work location that the crew is working in will be offered the upgrade.

Crew size will be limited to no more than six apprentices on a single Training Crew.

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The intent of this program is to provide developmental opportunities to the Training Foreman as well as provide guidance and direction to the apprentices. If the pilot program is determined to be successful at the end of one year, Training Foreman positions will be subject to re-posting annually based upon need. Existing Training Foreman will have the right to reapply for these openings. If current Electrical Crew Foremen are awarded the training opportunity, the vacancy created will be filled by shadow or upgrade as necessary, until they return from the Training Foreman position.

The initial openings created by this Pilot Program will first be offered to the existing Training Supervisors prior to posting the openings. If the need should arise to reduce or eliminate any of the Training Foremen or any the Training Foremen positions, the affected Training Foreman will be returned to the job classification last held without the use of the Reduction in Force procedure being enacted. If a Training Foreman's work location is relocated, the option will be provided to the affected Training Foreman to either accept the new work location or be returned to the job classification last held without the use of the Reduction in Force procedure being enacted. Without precedence, bids for the training jobs will be posted in both the Transmission and Distribution Business Units.

As a pilot program this Agreement is meant to explore the value of a Bargaining Unit supervisor in a training role. The primary measure of success is to produce quality Apprentice Lineman. Another measure of the success of the program will be the safety performance of the crews. At the conclusion of the 12-month program, a review of all accidents on training crews will be done to assess the manner in which the pilot program has performed in safety.

Additionally, a study will be performed to assess the effectiveness of the training environment provided by the new training crews.

The Company and Union agree to meet as necessary to discuss issues of concern evolving from this Agreement. This Training Foreman Pilot Program Agreement is entered into with the understanding of both parties that it is without prejudice nor does it establish precedence to either party's position on any issue discussed in this Agreement now or in the future.

Signed on the 19th day of February, 2002

By: Douglas M. DeDea
Manager, Labor Relations
Southern California Edison Company

By: Pat Lavin
Business Manager
IBEW Local 47

By: Randy Heldoorn
Assistant Business Manager
IBEW Local 47

Q&As TRAINING FOREMAN PILOT PROGRAM

Question: Will the Training Foreman classification be required to work overtime?

Answer: As part of the responsibilities of the Training Foreman classification, there is an expectation that the record keeping aspects of the position will necessitate the Training Foreman to be provided by management 30 minutes of overtime. This overtime would be available on workdays that the Training Foreman is working with the crew in the field and would be utilized to complete the required documentation pertaining to the Training crews.

Question: Will there be other Overtime opportunities for the Training Foreman to work? What evergreen list will they be on?

Answer: Training Foremen will not reside on any overtime list. The Training Foreman will be considered for overtime opportunities in the work location that they are reporting to after the work location's evergreen list has been exhausted. When overtime is available it will be offered to the Training Foreman in accordance with the overtime provisions in the Collective Bargaining Agreement.

Question: What is the maximum crew size if they are performing energized work?

Answer: If the Training crew is performing energized work, the size limitation of the crew will be determined by the voltage level that the crew is working on. The Power Delivery Policy/Procedure Book, the Collective Bargaining Agreement and the SCE Accident Prevention Manual will be used for appropriate manning levels for the Training crew size. Additionally, appropriate consideration will be given to the apprentice's level of skill and knowledge

as well as the established work limitations of such apprentice's placement within the step progression.

Question: How long may an upgrade be utilized behind an E Crew Foreman who takes a Training Crew Foreman position?

Answer: The upgrade may remain in place for as long as the E Crew Foreman remains in the Training Foreman position, or until management posts the position.

Question: If I become a Training Foreman and the Company decides to move my existing reporting location, do I have a choice to move or return to my previously held position in the bargaining unit?

Answer: If the decision is made to relocate the reporting location of the Training Foreman, the existing Training Foreman will be eligible to continue in the position at the new location. Otherwise, the Training Foreman would return to their last held bargaining unit position.

Question: Can the Company add or eliminate Training crews without negotiating such changes with the Union?

Answer: Under the terms of the Agreement, the Company can increase or decrease the number of Training crews utilized to meet their training requirements without negotiating such changes with the Union.

Question: Where are the reporting locations that the Company will be establishing the Training Foreman at?

Answer: The Company anticipates establishing initial reporting locations in Ontario, Thousand Oaks, Dominguez Hills, Santa Ana, San Joaquin, South Bay, San Jacinto and Covina.

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Question: Will the Training Foreman be expected to Job Site Report?

Answer: Yes. The Job Site Reporting and Temporary Base procedures contained within the Collective Bargaining Agreement will continue to be utilized for this Agreement.

Question: If an E Crew Foreman has one or more Apprentice Lineman on his crew, does he receive the Training Foreman rate of pay?

Answer: No. Only the Training Foreman classification and the appropriate upgrades to the classification receive the increased rate of pay. Having Apprentice Lineman on a regular E Crew does not qualify for a change in the E Crew Foreman's rate of pay.

Question: Can a Training Foreman elect to opt out of the Training Foreman position and return to their previously held position in the bargaining unit?

Answer: Yes.

REVISION TO THE GROUNDMAN "A" AGREEMENT

This Agreement will supersede and take precedent over the original Agreement for Groundman "A" classification dated September 28, 2001. As described in that letter of understanding, the Company and the Union reached an agreement to create the Groundman "A" classification, eliminating the Apprentice In Training job classification and returning to the 3-year Lineman Apprentice program. The reason for this change is to provide an improved career path for our employees and IBEW members, which will also support the Company and Unions mutual objectives. It should be recognized that the job description of the Groundman "A" and the Groundman classification would be the same as the job description of the existing Groundman classification.

The Groundman "A" classification will be filled with employees whose intentions are to promote into Apprentice Lineman. The existing Groundman classification will be considered as a long term or career Groundman position. Employees in this classification will not be able to bid Apprentice Lineman positions, which constitutes the only change in the existing Groundman classification. The Company will determine the type and quantity of Groundman and Groundman "A" positions that will be filled and maintained. Both the Groundman and Groundman "A" classification will be maintained on the same evergreen list.

The prerequisite for an employee to sign a transfer into Groundman "A" position will be to have successfully completed the Groundman Aptitude Examination and the Introduction To Climbing Class. After being awarded the Groundman "A" position,

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the employee will be required to successfully complete the Groundman Training Program. If in future, the "drop out" rate from the Apprentice Lineman classification is determined to be unacceptable due to failure of Apprentices to complete the Climbing School Certification program, the parties agree to discuss necessary changes to the entry requirements of the classification, including requiring satisfactorily completion of the Climbing School Certification program prior to being considered qualified to sign an Apprentice Lineman bid. It is also further agreed, that both parties commit to meet and discuss issues of interest raised by either party, which may occur in the future, relative to this Agreement.

Employees who enter into a Groundman "A" position will be eligible to bid Apprentice Lineman positions after 6 months of Groundman experience is completed, provided they have completed the Groundman Training Program. Groundman "A" will also have assignability as an Apprentice Lineman to other work locations located within a 35-mile straight-line radius of their Groundman "A" work location. When an Apprentice Lineman position is posted the most senior qualified bidder (with at least 6 months of Groundman experience), will be offered the position. All qualified Groundman "A" at the location of the Apprentice Lineman vacancy(s) are required to sign the bid posting. If there are no qualified Groundman "A" at the bid location, and no other Groundman "A" sign the bid posting, the senior qualified Groundman "A" within the assignability radius of the vacant bid posting location will be assigned the position. The assignability provision described in this Agreement pertains solely to the Groundman "A" classification, and has no effect on

any other assignability applications outside of this Agreement.

If in either case the senior qualified Groundman "A" decides not to accept the position offered, they will be removed from the Groundman "A" classification and be required to find another position per Article VII B of the Collective Bargaining Agreement. The vacancy will be offered to the remaining qualified employees until the vacancy is filled. If within 30 days of the Apprentice Lineman vacancy being filled an employee "drops out" of the Apprentice Lineman classification, the original bid posting can be utilized to fill the vacancy created by the "drop out" without the need to re-post the opening. This type of vacancy will be filled in the same manner as described above for regular job bids.

The Groundman classification will not be permitted to bid on Apprentice Lineman openings. Groundman and other employees may transfer into Groundman "A" openings. Employees who bid/transfer into the Groundman "A" classification will be required to successfully complete the prerequisites for the classification as provided above.

Effective April 1, 2003, Apprentice Lineman, during their first year (which includes 1st and 2nd step), will be allowed to change locations one time through the bid process provided they were assigned to a location (under the assignability clause of the Agreement). Such Apprentices will be given preferential bid rights to the location of their choice. Existing Apprentice Lineman prior to April 1, 2003, will continue to be able to change locations as provided in the original Agreement. They will remain at the same step in the Apprentice progression when such a bid is awarded. Bids may only be signed

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within the employee's working unit. Any Apprentice Lineman signing a bid under this Agreement will be given priority over Groundman "A" and the bid will be awarded to the most senior employee.

Qualified Distribution Groundman "A"s will be considered eligible to bid Apprentice Lineman openings within the Distribution and Transmission/Substation work units. Jobs will first be awarded to qualified employees within the Transmission Work Unit. Once all qualified bidders and Groundman "A" who are assignable within the Transmission Work Unit are exhausted, qualified Distribution bids will then be considered. No Groundman "A"s will be forced to fill open Apprentice Lineman positions outside of their working unit.

Employees who are currently working as Apprentices In Training at the 2nd step of the wage progression will be placed into the Apprentice Lineman classification at the 1st step. Those employees in the Apprentice In Training classification at the 1st step of the wage progression will be placed the Groundman "A" classification at the 4th step of the progression. The wages for the Groundman "A" and the Groundman classification will be identical to the current wage progression of the existing Groundman classification as provided in Exhibit A of the Collective Bargaining Agreement.

Signed on the 4th day of April, 2003

By: Douglas M. DeDea
Manager, Labor Relations
Southern California Edison Company

By: Randy Heldoorn
Assistant Business Manager
IBEW Local 47